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# Provincial-Territorial Human Resource Module of the Tourism Satellite Account, 2012

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| | |
|---|---|
| . | not available for any reference period |
| .. | not available for a specific reference period |
| ... | not applicable |
| 0 | true zero or a value rounded to zero |
| 0s | value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded |
| *p* | preliminary |
| *r* | revised |
| x | suppressed to meet the confidentiality requirements of the *Statistics Act* |
| *E* | use with caution |
| F | too unreliable to be published |
| * | significantly different from reference category ($p < 0.05$) |

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This paper reports on the Provincial-Territorial Human Resource Module of the Tourism Satellite Account, 2012 developed by Statistics Canada. This study provides detailed information on employment related to tourism in Canada by province and territory. Information on wages and salaries, number of jobs and hours worked by occupation is included. The data are also disaggregated by age, sex and immigration status. This study provides a resource for training and planning for tourism in Canada. The report is based upon data published as of November 20, 2013.

This study was prepared by Terrence Martin of the Satellite Accounts and Special Studies Section, National Economic Accounts Division, Statistics Canada. The study was funded through a partnership agreement with the Canadian Tourism Human Resource Council.

## 1. Introduction

This paper highlights the new Provincial-Territorial Human Resource Module (PTHRM) of the Tourism Satellite Account. Whereas data were previously available at the national level only, Human Resource Module (HRM) data are now available for the provinces and territories, within the constraints of data availability, confidentiality and reliability.

The HRM serves as a useful planning and forecasting tool for policy makers in the tourism, employment and training areas. Various tourism-affiliated agencies, academics, and decision-makers in tourism will also be able to use it for research and analysis, planning and development. The PTHRM provides additional detail by province and territory.

Outlining the rest of the report, the scope of the study is described in the next section, followed by notes on methodology. Selected results are then discussed to demonstrate analytical uses of the PTHRM, followed with a selection of relevant data tables.

Appendices A and B discuss the accounting frameworks behind the PTHRM, key tourism concepts and definitions from the Canadian Tourism Satellite Account (CTSA), and various labour concepts and definitions from the Canadian System of National Accounts (CSNA). Appendix C summarizes the data sources and Appendix D outlines the general methodology used. Appendix E provides a list of North American Industrial Classification System (NAICS) industries included in the industry groups used by the HRM, while Appendix F lists the occupations used by the HRM from the National Occupational Classification for Statistics (NOC-S). A summary of the tables available upon request in the HRM is included in Appendix G. A glossary of terms and a list of references are also provided.

## 2. Scope of study

The PTHRM provides a snapshot of the tourism industries and their associated occupations as well as insights into trends over time. Analyses can be made on the following key statistics: jobs, hours worked and employment earnings starting from 1997. Derived variables, such as number of full-time equivalents, average hourly earnings and average annual hours worked per job can also be examined.

These key statistics can be analyzed according to various characteristics of the jobs (employee or self-employed, full-time or part-time, occupation group) and the characteristics of the persons holding them (sex, age group, immigrant status). Information by occupation is also available. Comparisons can be made to the CSNA employment estimates for the overall economy and for selected industries as well as CTSA and National Tourism Indicators (NTI) aggregates.

The scope of this study is similar to the previous national study with the addition of data for the provinces and territories. The information on the number of jobs, hours worked and employment earnings is presented for the same industry groups as before including for full-time and part-time jobs. The information is also available according to the same characteristics of employees (sex, age group and immigrant status) and the same occupations.

In particular, the PTHRM provides annual estimates for the years 1997 through 2012. These estimates are based on national data from the Canadian Productivity Accounts (CPA), which are a key input to the PTHRM, as well as Labour Force Survey data (LFS) and the Survey of Employment, Payrolls, and Hours (SEPH). Data from the 2001 and 2006 Censuses of Population and the 2011 National Household Survey are incorporated. The North American Industrial Classification System (NAICS) of 2011 and the National Occupational Classification for Statistics (NOC-S) of 2006 are used.

## 3. Notes on methodology

As with the national HRM 2012, source CPA data were only available for reference year 2007 onward due to the recent historical revision of the CSNA. Since this does not cover the entire reference period of the PTHRM, estimates for reference years 1997 through 2006 were derived by back-casting the 2007 totals using growth rates from previously published CSNA labour productivity data for 1997 to 2006 which predate the historical revision.

Since publication of the national HRM 2012, additional National Household Survey 2011 data have been released. These data have been incorporated as a third benchmark in addition to the 2001 and 2006 Censuses of Population. See Appendix D: Methodology, Step 3 for more information.

## 4. Results

The section illustrates the types of analyses the PTHRM can support. To this end, results have been selected from among the data available for the provinces and territories for each sub-section.

### 4.1 Tourism sector

This section aims to compare key variables of the PTHRM: jobs, hours worked and compensation for the tourism sector with the overall economy over time.

#### 4.1.1 Compensation for all jobs

Compensation for all jobs in tourism industries increased 3.3% in Canada in 2012 to $51 billion, accounting for 5.3% of compensation in the total economy. Total compensation for the tourism sector increased in all provinces and territories. Newfoundland and Labrador led the provinces in growth in compensation, increasing 9.7%, marking a fourth consecutive year of growth above 7.0%. Yukon led the territories with growth of 18.1%. New Brunswick trailed at 0.6%.

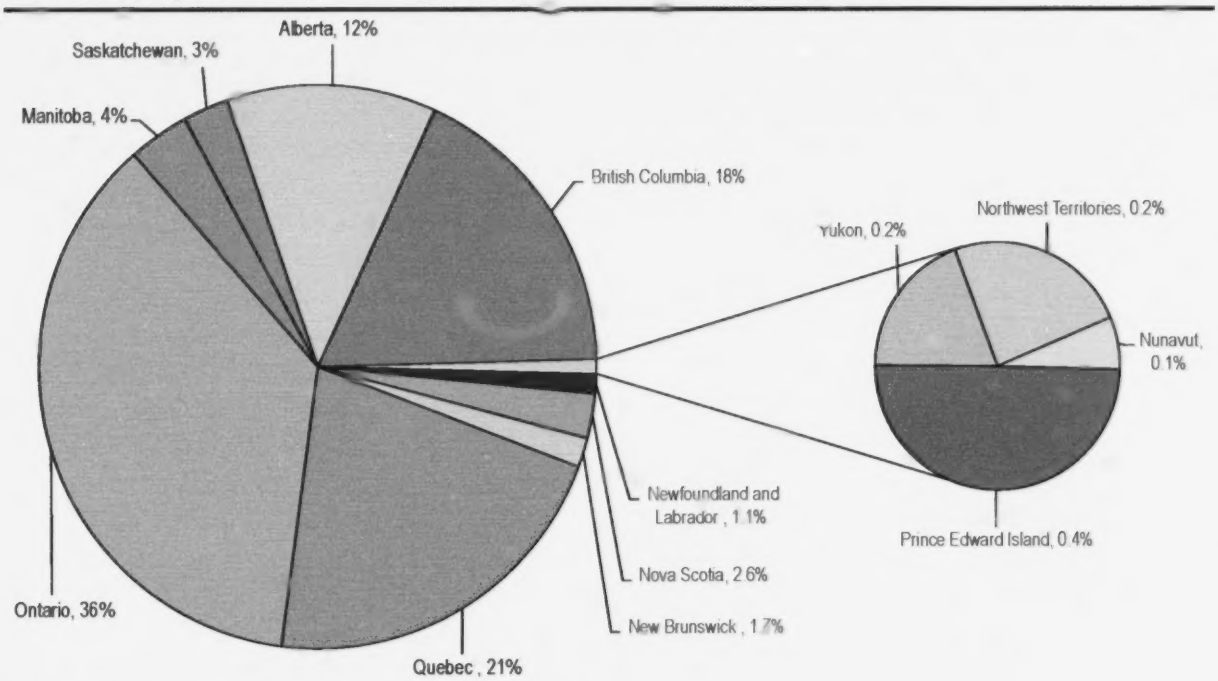
#### 4.1.2 Jobs

Tourism accounted for 1.6 million jobs in Canada in 2012. All provinces and territories added jobs in tourism industries. Yukon's growth rate was the highest at 27.4% whereas Ontario's growth rate was the lowest at 0.6%, compared to 1.5% for tourism industries in Canada.

In all provinces in Atlantic Canada in 2012, growth in jobs in the tourism sector outpaced growth in jobs in their respective local economies and also outpaced growth in the national tourism sector. Newfoundland and Labrador led the region with job growth of 5.3%, highest among the provinces. For comparison, Canada experienced job growth of 1.0% in the total economy in 2012.

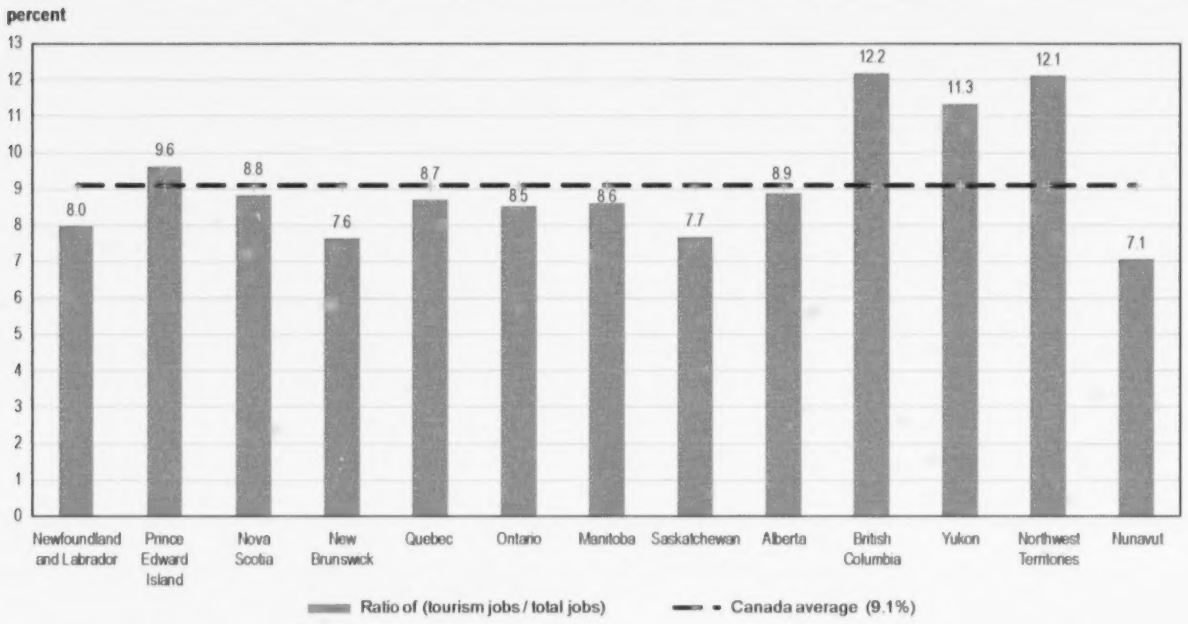
Of all provinces and territories, British Columbia's tourism industries had the largest share of jobs in the province's total economy at 12.2%.The Northwest Territories and Yukon were close behind at 12.1% and 11.3% respectively. Nunavut had the smallest share at 7.1%.

**Chart A**
**Distribution of jobs in tourism industries by province and territory in Canada, 2012**




Source: Statistics Canada, Provincial-Territorial Human Resource Module of the Tourism Satellite Account 2012

**Chart B**
**Proportion of jobs in tourism industries to jobs, Canada, provinces, and territories, 2012**




**Source:** Statistics Canada, Provincial-Territorial Human Resource Module of the Tourism Satellite Account 2012

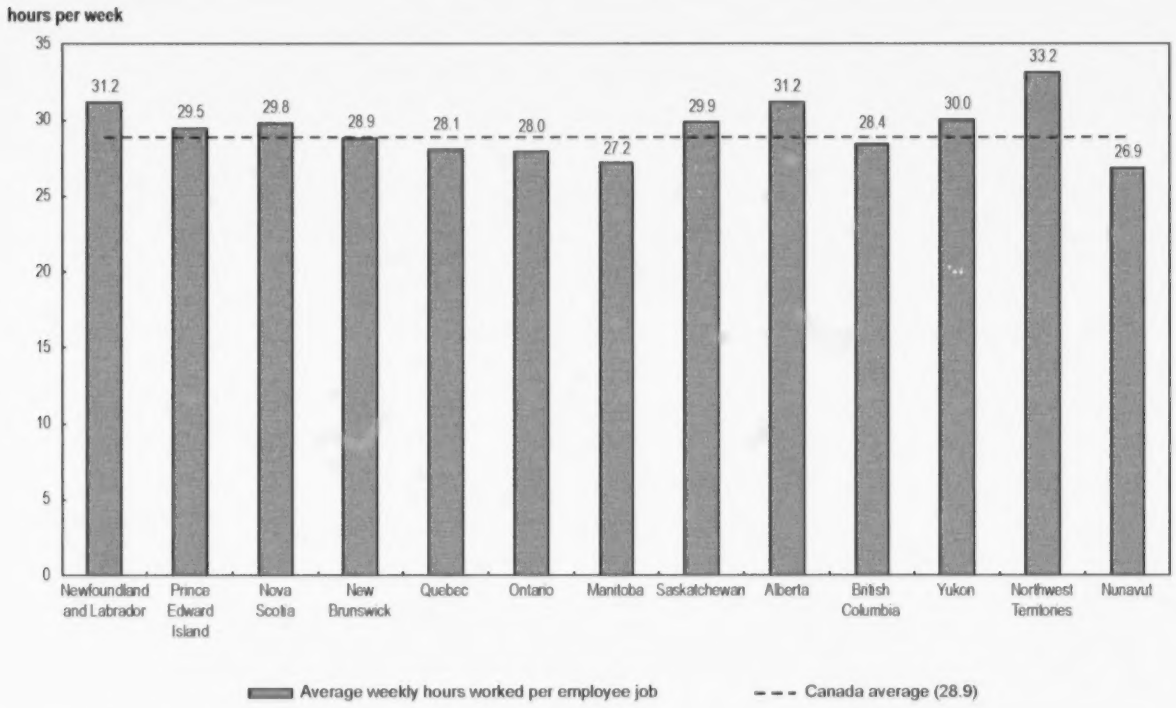
### 4.1.3 Hours worked per job

Average weekly hours worked per job in tourism industries increased 1.1% in Canada in 2012 to 29.3 hours per week. At the provincial-territorial level, weekly hours were highest in the Northwest Territories (33.6 hours per week) and Alberta (31.5) and lowest in Manitoba (28.0) and Quebec (28.4).

Weekly hours per job contracted in Nova Scotia (-2.0%), Yukon (-1.6%), Newfoundland and Labrador (-0.7%), and Quebec (-0.4%) in 2012, while increasing in other provinces and territories. Prince Edward Island posted the largest increase in weekly hours of work in tourism industries (+2.9%), followed by New Brunswick (+2.8%) and Ontario (+2.3%).

The work week was shorter in tourism industries than in the local economy in each province and territory. The Northwest Territories had the smallest gap with 33.6 hours per week in tourism industries relative to 34.1 in the local economy. The largest gap was in Manitoba, with 28.0 hours compared to 32.7 in the province generally.

**Chart C**
**Weekly hours per employee job in tourism industries in Canada, 2012**




**Source:** Statistics Canada, Provincial-Territorial Human Resource Module of the Tourism Satellite Account 2012

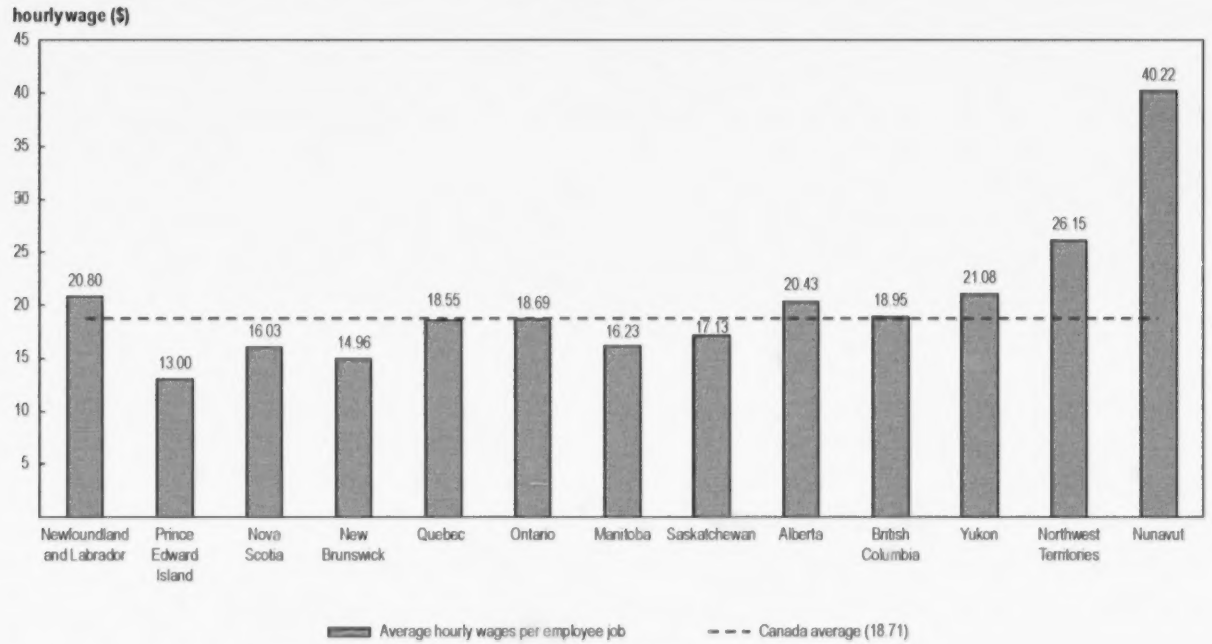
### 4.1.4 Compensation per hour

Hourly compensation in tourism industries in Canada advanced 0.6% in 2012 to $20.77. Newfoundland and Labrador (+4.9%) and Alberta (+4.4%) posted the largest increases, while hourly compensation in Nunavut (-7.8%) and Yukon (-5.8%) fell most rapidly. Despite the decrease, hourly compensation in tourism industries was highest in Nunavut at $42.22.

In no province or territory did hourly compensation in tourism industries meet or exceed the average hourly compensation for the local economy as a whole. The relative gap in hourly compensation in tourism industries compared to the local economy was smallest in Nunavut ($42.22 compared to $55.43), and largest in Prince Edward Island ($13.88 compared to $23.84) and Alberta ($22.30 compared to $38.25).

As recently as 2007, hourly compensation in tourism industries in Nunavut was similar to that of the Northwest Territories. However, Nunavut in 2012 recorded hourly compensation of $42.22 in tourism industries, the highest among all provinces and territories, whereas the Northwest Territories was second-highest with $27.30. The gap between these two territories ($14.92) is larger than the gap between the Northwest Territories and the lowest figure in all provinces and territories (Prince Edward Island at $13.88, a gap of $13.41).

**Chart D**
**Hourly wages per employee job in tourism industries in Canada, 2012**




Source: Statistics Canada, Provincial-Territorial Human Resource Module of the Tourism Satellite Account 2012.

## 4.2 Tourism industry profiles

The PTHRM contains aggregated data for five tourism industry groups: transportation, accommodation, food and beverage services, recreation and entertainment, and travel services. Appendix E lists the industries included in each industry group of the tourism sector. The following provides results by industry group for selected provinces and territories to give an indication of the kinds of industry analyses possible with the PTHRM.

### 4.2.1 Food and beverage services in Nova Scotia

The food and beverage services industry in Nova Scotia supported 21,083 employee jobs and 719 jobs from self-employment in 2012. It accounted for 53% of all jobs in tourism industries in the province. Weekly hours worked at 27.6 were similar to the national average for the food and beverage services industry. Immigrants held just 6% of employee jobs in food and beverage services in Nova Scotia, compared to 26% for the industry in Canada. Immigrants in this industry in Nova Scotia worked longer hours than non-immigrants (34.6 hours per week compared to 26.5).

### 4.2.2 Recreation and entertainment in Ontario

The recreation and entertainment industry in Ontario accounted for 102,670 jobs in 2012, down 9.5% from its high of 113,486 in 2009. One in four jobs in the industry was due to self-employment in 2012, compared to one in five for recreation and entertainment in Canada. Of the 76,758 employee jobs, two out of five were held by a worker aged 15 to 24.

### 4.2.3 Accommodation in Quebec

The accommodation industry in Quebec supported 37,561 jobs in 2012, of which 37,233 were employee jobs and 328 were jobs from self-employment. Three out of four jobs were full-time. On average, employees earned just over $29,000 annually at an hourly wage of $17.66, below the Canada average hourly wage of $18.85 in accommodation. A smaller proportion of employee jobs in accommodation were held by immigrants in Quebec (17%) than in Canada (27%).

### 4.2.4 Transportation in Yukon

Transportation industries in Yukon supported 461 employee jobs in 2012, of which 418 were full-time. Seven employee jobs out of ten were occupied by men and nine out of ten by non-immigrants. There was a higher proportion of workers aged 15 to 34 (63%) than in transportation industries in Canada (22%).

### 4.2.5 Travel services in Alberta

The travel services industry accounted for 2.4% of jobs in tourism industries in Alberta in 2012 with 4,639 jobs. Of these, 4,155 were employee jobs and 484 were jobs from self-employment. Although the proportion of employee jobs in the industry being full-time (83%) was similar to that for travel services in Canada (87%), the average weekly hours in travel services in Alberta at 30.5 hours was four hours shorter than the national industry average. Wages per hour worked for women were 61% that of men ($26.51 compared to $43.33).

## 4.3 Occupation profile

This section profiles a selected occupation to demonstrate the types of analysis supported by the available data.

### 4.3.1 Occupation profile: food counter attendants and kitchen helpers

There was more employment in this occupation than any other in tourism industries, with 255,000 jobs in Canada in 2012. Of these, 240,000 were in food and beverage services, with the remainder in accommodation (8,000 jobs) and recreation and entertainment (6,000).[1]

Hourly wages in this occupation were highest in Nunavut ($33.94) and lowest in Prince Edward Island ($10.42). Weekly hours were highest in the Northwest Territories (36.5) and lowest in Manitoba (18.4).

While the majority of jobs in this occupation were part-time in food and beverage services (63%) and recreation and entertainment (75%), 63% of these jobs in accommodation were full-time.

A greater proportion of women worked full-time in this occupation than men (41% compared to 32%). On average, men working full-time earned $0.65 more per hour than women working full-time, whereas men working part-time earned $0.21 less than women working part-time.

Immigrants in this occupation were more likely to work full-time than non-immigrants (54% compared to 32%). Hourly wages for immigrants were higher than those of non-immigrants in this occupation in both part-time (by $0.94) and full-time jobs (by $1.39).

Hourly wages in this occupation were lowest for those aged 15 to 24, at $11.22. The hourly wages for higher age groups were comparable with each other, with those aged 25 to 34 earning $13.29 per hour, those aged 35 to 44 earning $13.42, and those aged 45 and above earning $13.75. This is unlike the tourism sector average, as employees in tourism industries aged 45 and over earned hourly wages $5.03 greater than those aged 25 to 34.

### 4.3.2 Top occupations

The top occupations in tourism industries in Canada in 2012 were food counter attendants and kitchen helpers; food and beverage servers; cooks; restaurant and food service managers; bus drivers and subway and other transit operators; program leaders and instructors in recreation, sports and fitness; light duty cleaners; chefs; food service supervisors; and bartenders.

Overall, the predominant occupations among tourism industries in the provinces and territories were similar to those observed nationally. There were some exceptions: by province and territory, bartenders were a top-ten occupation in only four jurisdictions out of thirteen (Newfoundland, Quebec, Saskatchewan, and Yukon). On the other hand, hotel front desk clerks were a top-ten occupation in ten jurisdictions despite falling outside the top ten occupations at the national level.

1. Figures do not sum because of rounding.

### 4.3.3 Other tourism occupations compared to other occupations in tourism industries

Of 1.5 million employee jobs in tourism industries in 2012, some 481,000 are not profiled in detail as *tourism characteristic occupations* in supplementary tables available upon request.[2]

Of these 481,000 jobs, approximately 169,000 were in other tourism occupations and 313,000 were in other occupations in tourism industries.[3]

Weekly hours worked per job (32.3 hours per week) as well as hourly wages ($24.79 per hour) were higher for other tourism occupations than for other occupations in tourism (31.2 hours per week and $22.66 per hour).

Of jobs in food and beverage services not in tourism characteristic occupations, a small proportion (9,000 of 121,000) were in other tourism occupations. The hours were longer in other tourism occupations in food and beverage services (33.0 hours compared to 25.4 for other occupations in food and beverage services) and the hourly wage was higher ($27.31 compared to $17.28) in 2012. Likewise, jobs in other tourism occupations in other transportation industries had higher weekly hours (36.5 hours compared to 35.0 for other occupations in other transportation industries) and hourly wages ($31.76 compared to $28.30).

On the other hand, the work week was shorter in other tourism occupations in recreation and entertainment (27.6 hours per week compared to 33.3 for other occupations in the industry) and in travel services (32.8 hours per week compared to 34.9 for other occupations in the industry).[4]

## 4.4 Employee profiles

The PTHRM provides details concerning three characteristics of employees: sex, age group, and immigrant status. The following section highlights some of the PTHRM results for 2012 according to these demographics (see Table C).

### 4.4.1 Sex

Women outnumbered men in the tourism sector in each jurisdiction except the Northwest Territories and Nunavut; men occupied 53% of employee jobs in tourism industries in each of these two territories.

The average number of hours worked per week was higher for men in all provinces and territories. Of employee jobs in tourism industries held by men in Canada, two-thirds were full-time, compared to 56% of those held by women. Only in Nunavut did a larger proportion of women work full-time compared to men (66% compared to 55%).

Hourly wages for women trailed those of men in all jurisdictions. The wages of women as a percentage of those of men was highest in Nunavut (at 90%) and lowest in the Northwest Territories (at 65%).

### 4.4.2 Age

Young workers (those aged 15 to 24) were an important source of labour in the tourism sector in Canada, holding 538,000 employee jobs in 2012, or 36% of employee jobs in tourism industries. Young workers were most prevalent in tourism industries in Prince Edward Island (occupying 45% of employee jobs) and Manitoba (with 43%). They were least prevalent in the Northwest Territories (19%) and Nunavut (23%).

Hours worked were lower for young workers nationwide, with only 32% of employee jobs in tourism industries in Canada held by young workers being full-time jobs. To compare, more than two-thirds of employee jobs held by workers aged 25 and older were in full-time work.[5]

Older workers (those aged 45 and over) were also an important source of labour in tourism industries, with 30% of employee jobs in Canada's tourism sector in 2012 (450,000 jobs). They were most prevalent in the Northwest Territories and in Newfoundland and Labrador, holding one-third of jobs in tourism industries in those jurisdictions, and least prevalent in Nunavut (with one in five jobs) and in Manitoba and Alberta (with one in four).

2. For more information on the definition of tourism characteristic occupations, other tourism occupations, and other occupations in tourism industries, see Appendix B: Concepts and definitions.
3. Figures do not sum due to rounding.
4. In the PTHRM, detailed information about air transportation is unavailable for reasons of confidentiality.
5. According to the Labour Force Survey, in 2012 about 72% of young workers gave attending school as their main reason to be working part-time. Source: Statistics Canada. Table 282-0014 – Labour force survey estimates (LFS), part-time employment by reason for part-time work, sex and age group, annual (persons), CANSIM.

A smaller proportion of older workers in Canada worked full-time than employees aged 35 to 44 (77% compared to 81%) and accordingly averaged a shorter work week (34.5 hours compared to 37.3).[6] Average hourly wages in tourism industries were highest for this age group at $22.42.

### 4.4.3 Immigrant status

Immigrants held 24% of employee jobs in tourism industries in Canada. By province and territory, this share was highest in British Columbia (at 31%), Ontario and Alberta (29% each). Provinces in Atlantic Canada had the smallest shares of immigrants employed in tourism industries (from 3% of the workforce in Newfoundland and Labrador to 7% in Nova Scotia), as well as Nunavut (at 5%).

For Canada, hourly wages earned by immigrants employed in tourism industries were, on average, slightly less than those of non-immigrants in 2012 ($18.44 compared to $18.82). Immigrants had higher wages than non-immigrants in three tourism industry groups: accommodation, food and beverage services, and recreation. By province and territory, immigrants employed in tourism industries earned higher hourly wages in Newfoundland and Labrador, Nova Scotia, Ontario, Yukon and Nunavut.

Immigrants worked longer hours than non-immigrants on average in every province and territory but Newfoundland and Labrador. Only 17% of immigrants holding jobs in tourism industries were aged 15 to 24, compared to 42% of non-immigrants. Both immigrant and non-immigrant young workers worked predominantly part-time (68%) in tourism industries.

6. The majority (55%) of older workers gave personal preference as their main reason to be working part-time. Source: ibid.

## 5. Tables

**Table A Total compensation, jobs, average weekly hours worked and average hourly compensation, tourism industries and total economy, provinces, territories and Canada, 2007 to 2012**

| | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | percent change 2011 to 2012 |
|---|---|---|---|---|---|---|---|
| **Compensation** | millions of dollars | | | | | | % |
| Total tourism industries, Canada | **43,728** | **45,714** | **46,471** | **47,895** | **49,525** | **51,171** | **3.3** |
| Newfoundland and Labrador | 478 | 488 | 530 | 568 | 617 | 676 | 9.7 |
| Prince Edward Island | 137 | 145 | 148 | 148 | 151 | 152 | 0.7 |
| Nova Scotia | 940 | 971 | 1,032 | 1,058 | 1,104 | 1,118 | 1.3 |
| New Brunswick | 598 | 638 | 644 | 690 | 699 | 703 | 0.6 |
| Quebec | 9,316 | 9,750 | 9,847 | 9,979 | 10,219 | 10,538 | 3.1 |
| Ontario | 15,854 | 16,684 | 16,840 | 17,724 | 18,311 | 18,647 | 1.8 |
| Manitoba | 1,305 | 1,380 | 1,348 | 1,397 | 1,465 | 1,507 | 2.9 |
| Saskatchewan | 1,008 | 1,102 | 1,177 | 1,222 | 1,248 | 1,272 | 1.9 |
| Alberta | 5,607 | 6,016 | 6,316 | 6,212 | 6,647 | 7,175 | 8.0 |
| British Columbia | 8,212 | 8,253 | 8,317 | 8,632 | 8,783 | 9,066 | 3.2 |
| Yukon | 76 | 76 | 68 | 71 | 82 | 96 | 18.1 |
| Northwest Territories | 160 | 165 | 159 | 152 | 143 | 161 | 12.9 |
| Nunavut | 37 | 45 | 45 | 43 | 57 | 58 | 3.2 |
| Total economy Canada[1] | **828,093** | **863,466** | **860,531** | **887,989** | **932,538** | **972,179** | **4.3** |
| **Number of jobs** | thousands of jobs | | | | | | % |
| Total tourism industries, Canada | **1,544** | **1,551** | **1,547** | **1,573** | **1,595** | **1,619** | **1.5** |
| Newfoundland and Labrador | 17 | 17 | 16 | 17 | 17 | 18 | 5.3 |
| Prince Edward Island | 7 | 7 | 7 | 7 | 7 | 7 | 3.4 |
| Nova Scotia | 40 | 40 | 42 | 40 | 40 | 41 | 2.8 |
| New Brunswick | 28 | 28 | 29 | 27 | 26 | 27 | 3.8 |
| Quebec | 335 | 338 | 329 | 340 | 340 | 344 | 1.3 |
| Ontario | 563 | 573 | 571 | 572 | 587 | 591 | 0.6 |
| Manitoba | 52 | 53 | 53 | 54 | 56 | 57 | 2.0 |
| Saskatchewan | 42 | 41 | 42 | 44 | 42 | 43 | 2.1 |
| Alberta | 188 | 187 | 190 | 185 | 191 | 196 | 2.7 |
| British Columbia | 267 | 261 | 264 | 282 | 282 | 287 | 1.6 |
| Yukon | 2 | 2 | 2 | 2 | 2 | 3 | 27.4 |
| Northwest Territories | 3 | 3 | 3 | 3 | 3 | 3 | 15.1 |
| Nunavut | 1 | 1 | 1 | 1 | 1 | 1 | 9.6 |
| Total economy Canada[1] | **17,099** | **17,378** | **17,080** | **17,385** | **17,683** | **17,851** | **1.0** |
| **Average weekly hours worked in Canada per job** | weekly hours | | | | | | % |
| Total tourism industries, Canada | **30.1** | **29.9** | **29.3** | **29.1** | **28.9** | **29.3** | **1.1** |
| Newfoundland and Labrador | 33.3 | 33.4 | 33.0 | 32.8 | 31.2 | 31.0 | -0.7 |
| Prince Edward Island | 30.5 | 30.6 | 30.0 | 29.5 | 29.6 | 30.5 | 2.9 |
| Nova Scotia | 31.8 | 30.5 | 30.7 | 30.0 | 30.0 | 29.4 | -2.0 |
| New Brunswick | 29.4 | 28.8 | 28.9 | 30.2 | 29.0 | 29.8 | 2.8 |
| Quebec | 29.4 | 29.3 | 28.5 | 28.7 | 28.5 | 28.4 | -0.4 |
| Ontario | 29.6 | 29.5 | 29.0 | 28.5 | 28.4 | 29.1 | 2.3 |
| Manitoba | 29.0 | 28.4 | 28.3 | 28.2 | 27.5 | 28.0 | 1.8 |
| Saskatchewan | 30.8 | 30.5 | 29.9 | 30.6 | 30.2 | 30.3 | 0.3 |
| Alberta | 31.0 | 31.1 | 30.4 | 31.1 | 31.3 | 31.5 | 0.7 |
| British Columbia | 30.8 | 30.2 | 29.7 | 29.2 | 28.6 | 29.0 | 1.3 |
| Yukon | 34.5 | 33.6 | 32.1 | 31.8 | 30.5 | 30.0 | -1.6 |
| Northwest Territories | 37.6 | 36.2 | 34.5 | 34.2 | 33.3 | 33.6 | 0.9 |
| Nunavut | 31.5 | 31.6 | 31.0 | 29.4 | 27.5 | 28.0 | 2.2 |
| Total economy Canada[1] | **33.4** | **33.3** | **32.7** | **32.7** | **32.7** | **32.9** | **0.8** |

**Table A Total compensation, jobs, average weekly hours worked and average hourly compensation, tourism industries and total economy, provinces, territories and Canada, 2007 to 2012 (concluded)**

| | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | percent change 2011 to 2012 |
|---|---|---|---|---|---|---|---|
| **Average hourly compensation in Canada per job**[2] | dollars per hour | | | | | | % |
| Total tourism industries, Canada | **18.12** | **18.99** | **19.72** | **20.09** | **20.64** | **20.77** | **0.6** |
| Newfoundland and Labrador | 15.89 | 16.65 | 19.20 | 20.14 | 22.00 | 23.07 | 4.9 |
| Prince Edward Island | 12.55 | 13.09 | 13.89 | 14.62 | 14.67 | 13.88 | -5.3 |
| Nova Scotia | 14.39 | 15.35 | 15.50 | 16.82 | 17.63 | 17.71 | 0.5 |
| New Brunswick | 13.85 | 15.09 | 14.85 | 16.10 | 17.57 | 16.57 | -5.7 |
| Quebec | 18.14 | 18.92 | 20.22 | 19.69 | 20.27 | 20.74 | 2.3 |
| Ontario | 18.32 | 18.95 | 19.57 | 20.92 | 21.09 | 20.88 | -1.0 |
| Manitoba | 16.53 | 17.61 | 17.45 | 17.58 | 18.32 | 18.14 | -1.0 |
| Saskatchewan | 15.14 | 16.93 | 17.89 | 17.54 | 18.89 | 18.81 | -0.4 |
| Alberta | 18.52 | 19.88 | 21.06 | 20.82 | 21.37 | 22.30 | 4.4 |
| British Columbia | 19.25 | 20.14 | 20.37 | 20.11 | 20.91 | 20.95 | 0.2 |
| Yukon | 18.59 | 19.02 | 20.14 | 22.60 | 24.53 | 23.11 | -5.8 |
| Northwest Territories | 29.78 | 32.47 | 34.72 | 31.55 | 28.09 | 27.30 | -2.8 |
| Nunavut | 29.41 | 39.37 | 43.26 | 43.86 | 45.78 | 42.22 | -7.8 |
| Total economy Canada[1] | **27.84** | **28.68** | **29.63** | **30.02** | **31.06** | **31.83** | **2.5** |

1. From CANSIM table no. 383-0031, November 2013.

2. Hourly compensation includes wages and salaries, supplementary labour income and income after expenses accruing to the self-employed.

**Table B Employee jobs, hours and wages for tourism industries, Canada, provinces, and territories, 2012**

| | Canada | N.L. | P.E.I. | N.S. | N.B. | Que. | Ont. | Man. | Sask. | Alta. | B.C. | Y.T. | N.W.T. | Nvt. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Number of employee jobs**[1] | thousands of jobs[1] | | | | | | | | | | | | | |
| Transportation | 231 | 3 | x | 6 | 2 | 46 | 89 | 7 | x | 25 | 47 | 0 | x | x |
| Accommodation | 195 | 2 | 2 | 6 | 4 | 37 | 54 | 10 | 8 | 32 | 39 | x | x | x |
| Food and beverage services | 820 | 9 | 3 | 21 | 17 | 182 | 299 | 28 | 21 | 100 | 137 | 1 | x | x |
| Recreation and entertainment | 211 | 2 | x | 4 | 3 | 48 | 77 | 8 | 7 | 26 | 35 | x | x | x |
| Travel services | 50 | 1 | x | 2 | 0 | 9 | 23 | 1 | x | 4 | 10 | x | x | x |
| Full-time | 922 | 12 | 4 | 23 | 17 | 185 | 325 | 30 | 25 | 128 | 168 | 2 | 3 | 1 |
| Part-time | 586 | 5 | 2 | 15 | 10 | 138 | 216 | 24 | 15 | 59 | 101 | 1 | 1 | 0 |
| Total tourism industries | 1,508 | 17 | 7 | 38 | 26 | 323 | 541 | 54 | 40 | 187 | 269 | 3 | 3 | 1 |
| **Average weekly hours worked per employee job** | weekly hours | | | | | | | | | | | | | |
| Transportation | 32.4 | 36.5 | x | 34.2 | 35.3 | 31.8 | 32.8 | 34.3 | x | 30.8 | 32.0 | 33.6 | x | x |
| Accommodation | 32.3 | 33.8 | 33.8 | 30.7 | 32.1 | 31.6 | 31.5 | 30.9 | 32.5 | 35.5 | 31.9 | x | x | x |
| Food and beverage services | 27.1 | 28.7 | 27.6 | 27.0 | 28.1 | 26.1 | 26.5 | 24.9 | 28.2 | 30.9 | 26.8 | 27.2 | x | x |
| Recreation and entertainment | 28.1 | 29.2 | x | 28.1 | 30.9 | 27.2 | 28.2 | 27.8 | 30.3 | 28.5 | 28.0 | x | x | x |
| Travel services | 34.5 | 33.3 | x | 33.9 | 34.6 | 34.8 | 35.3 | 36.1 | x | 30.5 | 33.7 | x | x | x |
| Full-time | 37.4 | 37.5 | 39.5 | 37.6 | 37.9 | 37.1 | 37.3 | 37.7 | 38.7 | 38.5 | 36.7 | 36.7 | 37.4 | 34.7 |
| Part-time | 15.6 | 15.7 | 15.1 | 15.4 | 15.3 | 15.8 | 15.5 | 15.5 | 15.6 | 15.5 | 15.8 | 13.8 | 14.5 | 17.9 |
| Total tourism industries | 28.9 | 31.1 | 30.4 | 29.1 | 29.7 | 28.0 | 28.6 | 27.8 | 29.9 | 31.3 | 28.8 | 29.7 | 33.6 | 28.0 |
| **Average hourly wages per employee job** | dollars per hour | | | | | | | | | | | | | |
| Transportation | 27.85 | 27.87 | x | 23.26 | 24.12 | 27.72 | 25.78 | 23.62 | x | 35.48 | 29.26 | 28.33 | x | x |
| Accommodation | 18.85 | 24.09 | 13.08 | 17.17 | 15.35 | 17.66 | 20.71 | 14.72 | 17.60 | 19.47 | 18.60 | x | x | x |
| Food and beverage services | 14.85 | 16.79 | 11.38 | 12.66 | 12.94 | 15.56 | 14.44 | 12.75 | 15.09 | 16.40 | 14.33 | 16.98 | x | x |
| Recreation and entertainment | 20.42 | 19.26 | x | 18.35 | 16.85 | 20.09 | 21.79 | 20.32 | 17.60 | 20.76 | 19.03 | x | x | x |
| Travel services | 22.44 | 22.33 | x | 16.76 | 21.61 | 17.74 | 22.40 | 23.24 | x | 32.65 | 24.19 | x | x | x |
| Full-time | 19.89 | 21.96 | 13.45 | 16.93 | 15.69 | 19.70 | 20.04 | 17.52 | 17.77 | 21.21 | 20.18 | 21.73 | 26.85 | 44.27 |
| Part-time | 14.30 | 14.10 | 11.02 | 12.51 | 11.77 | 14.94 | 13.82 | 12.36 | 14.58 | 16.18 | 14.22 | 17.14 | 17.21 | 28.49 |
| Total tourism industries | 18.71 | 20.80 | 13.00 | 16.03 | 14.96 | 18.55 | 18.69 | 16.23 | 17.13 | 20.43 | 18.95 | 21.08 | 26.15 | 40.22 |

1. If the number of jobs is below 500 and is not suppressed for confidentiality reasons, the number of jobs is rounded to zero.
x: suppressed to meet the confidentiality requirements of the Statistics Act

**Table C Employee jobs in tourism industries by employee characteristics, provinces, territories, and Canada, 2012**

| | N.L. | P.E.I. | N.S. | N.B. | Que. | Ont. | Man. | Sask. | Alta. | B.C. | Y.T. | N.W.T. | Nvt. | Canada |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | thousands of jobs[1] | | | | | | | | | | | | | |
| **Transportation** | **3** | **x** | **6** | **2** | **46** | **89** | **7** | **x** | **25** | **47** | **0** | **x** | **x** | **231** |
| 15 to 24 | 0 | x | 0 | x | x | 5 | 1 | x | 2 | 3 | 0 | x | x | 14 |
| 25 to 34 | 1 | x | 1 | x | x | 14 | 1 | x | 5 | 7 | 0 | x | x | 38 |
| 35 to 44 | 1 | x | 1 | x | 11 | 18 | 2 | x | 6 | 10 | 0 | x | x | 50 |
| 45 and over | 2 | x | 3 | 1 | 26 | 52 | 3 | x | 13 | 27 | 0 | x | x | 130 |
| Full-time | 3 | x | 5 | x | 36 | 68 | 6 | x | 19 | 37 | 0 | x | x | 179 |
| Part-time | 0 | x | 1 | x | 11 | 21 | 1 | x | 6 | 10 | 0 | x | x | 52 |
| Female | 1 | x | 1 | 0 | 14 | 28 | x | x | 10 | 13 | 0 | x | x | 70 |
| Male | 2 | x | 5 | 1 | 32 | 61 | x | x | 15 | 35 | 0 | x | x | 161 |
| Immigrant | x | x | 0 | x | 6 | 28 | 1 | x | 6 | 14 | 0 | x | x | 56 |
| Non-immigrant | x | x | 5 | x | 40 | 61 | 6 | x | 19 | 34 | 0 | x | x | 175 |
| **Accommodation** | **2** | **2** | **6** | **4** | **37** | **54** | **10** | **8** | **32** | **39** | **x** | **x** | **x** | **195** |
| 15 to 24 | 0 | 0 | 2 | 1 | 9 | 15 | 3 | 2 | 7 | 7 | x | x | x | 47 |
| 25 to 34 | 0 | 0 | 1 | 1 | 7 | 8 | 2 | 2 | 7 | 8 | x | x | x | 37 |
| 35 to 44 | x | 0 | 1 | 1 | 6 | 10 | 2 | 1 | 6 | 7 | x | x | x | 34 |
| 45 and over | x | 1 | 2 | 1 | 15 | 21 | 3 | 3 | 12 | 16 | x | x | x | 77 |
| Full-time | 2 | x | 4 | 3 | 28 | 39 | 6 | 6 | 27 | 30 | x | x | x | 146 |
| Part-time | 0 | x | 2 | 1 | 9 | 15 | 4 | 3 | 5 | 9 | x | x | x | 49 |
| Female | 1 | 1 | 4 | 2 | 22 | 32 | 6 | 6 | 20 | 24 | x | x | x | 119 |
| Male | 1 | 1 | 2 | 2 | 15 | 22 | 4 | 3 | 12 | 15 | x | x | x | 76 |
| Immigrant | x | x | 0 | 0 | 6 | 18 | 2 | 1 | 10 | 13 | x | x | x | 53 |
| Non-immigrant | x | x | 5 | 4 | 31 | 36 | 8 | 7 | 21 | 26 | x | x | x | 142 |
| **Food and beverage services** | **9** | **3** | **21** | **17** | **182** | **299** | **28** | **21** | **100** | **137** | **1** | **x** | **x** | **820** |
| 15 to 24 | 4 | x | 10 | 7 | 90 | 143 | 16 | 10 | 43 | 63 | x | x | x | 389 |
| 25 to 34 | 2 | 1 | 4 | 3 | 32 | 61 | 5 | 5 | 26 | 31 | x | x | x | 169 |
| 35 to 44 | 1 | 0 | 3 | 3 | 20 | 38 | 3 | 3 | 15 | 17 | x | x | x | 103 |
| 45 and over | 2 | x | 4 | 4 | 40 | 58 | 4 | 4 | 16 | 26 | x | x | x | 160 |
| Full-time | 6 | 2 | 11 | 10 | 86 | 151 | 13 | 12 | 65 | 71 | x | x | x | 427 |
| Part-time | 4 | 2 | 10 | 7 | 96 | 148 | 15 | 9 | 35 | 66 | x | x | x | 393 |
| Female | 6 | 2 | 13 | 11 | 99 | 174 | 18 | 13 | 58 | 80 | 1 | x | x | 476 |
| Male | 3 | 1 | 8 | 5 | 83 | 125 | 11 | 8 | 42 | 57 | 0 | x | x | 344 |
| Immigrant | 0 | 0 | 1 | 1 | 31 | 87 | 6 | 4 | 33 | 45 | 0 | x | x | 210 |
| Non-immigrant | 9 | 3 | 20 | 16 | 151 | 212 | 22 | 17 | 67 | 92 | 1 | 1 | 0 | 610 |
| **Recreation and entertainment** | **2** | **x** | **4** | **3** | **48** | **77** | **8** | **7** | **26** | **35** | **x** | **x** | **x** | **211** |
| 15 to 24 | 1 | x | 2 | x | 21 | 31 | 3 | 3 | 11 | 11 | x | x | x | 84 |
| 25 to 34 | x | x | 1 | x | 7 | 13 | 1 | 1 | 4 | 8 | x | x | x | 36 |
| 35 to 44 | x | x | 0 | x | 6 | 11 | 1 | 1 | 3 | 6 | x | x | x | 29 |
| 45 and over | x | x | 1 | 1 | 14 | 22 | 3 | 2 | 7 | 11 | x | x | x | 62 |
| Full-time | x | x | 2 | 2 | 28 | 47 | 4 | 4 | 14 | 22 | x | x | x | 126 |
| Part-time | x | x | 2 | 1 | 21 | 29 | 4 | 3 | 11 | 13 | x | x | x | 86 |
| Female | 1 | x | 2 | 2 | 23 | 35 | 4 | 3 | 13 | 16 | x | x | x | 100 |
| Male | 1 | x | 2 | 2 | 25 | 42 | 4 | 3 | 13 | 19 | x | x | x | 112 |
| Immigrant | x | x | x | 0 | 4 | 13 | 1 | 0 | 4 | 8 | x | x | x | 30 |
| Non-immigrant | x | x | x | 3 | 44 | 64 | 7 | 6 | 22 | 28 | x | 0 | x | 181 |

**Table C Employee jobs in tourism industries by employee characteristics, provinces, territories, and Canada, 2012 (concluded)**

| | N.L. | P.E.I. | N.S. | N.B. | Que. | Ont. | Man. | Sask. | Alta. | B.C. | Y.T. | N.W.T. | Nvt. | Canada |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | thousands of jobs[1] | | | | | | | | | | | | | |
| **Travel services** | **1** | **x** | **2** | **0** | **9** | **23** | **1** | **x** | **4** | **10** | **x** | **x** | **x** | **50** |
| 15 to 24 | 0 | x | 0 | x | x | 3 | 0 | x | 0 | 1 | x | x | x | 5 |
| 25 to 34 | x | x | 0 | x | x | 5 | 0 | x | 1 | 2 | x | x | x | 11 |
| 35 to 44 | x | x | 0 | x | 2 | 6 | 0 | x | 1 | 3 | x | x | x | 13 |
| 45 and over | 0 | x | 1 | 0 | 5 | 9 | 0 | x | 2 | 4 | x | x | x | 22 |
| Full-time | x | x | 1 | x | 8 | 21 | 1 | x | 3 | 8 | x | x | x | 44 |
| Part-time | x | x | 0 | x | 1 | 2 | 0 | x | 1 | 2 | x | 0 | x | 6 |
| Female | 0 | x | 1 | 0 | 6 | 16 | x | x | 3 | 6 | x | x | x | 34 |
| Male | 0 | x | 0 | 0 | 3 | 7 | x | x | 1 | 4 | x | x | x | 16 |
| Immigrant | 0 | x | x | x | 2 | 9 | 0 | x | 1 | 4 | x | x | x | 17 |
| Non-immigrant | 1 | x | x | x | 7 | 14 | 1 | x | 3 | 6 | x | x | x | 33 |
| **All tourism industries** | **17** | **7** | **38** | **26** | **323** | **541** | **54** | **40** | **187** | **269** | **3** | **3** | **1** | **1,508** |
| 15 to 24 | 6 | 3 | 14 | 10 | 122 | 196 | 23 | 15 | 63 | 85 | 1 | 1 | 0 | 538 |
| 25 to 34 | 3 | 1 | 6 | 5 | 56 | 101 | 9 | 9 | 43 | 56 | 0 | 1 | 0 | 291 |
| 35 to 44 | 2 | 1 | 6 | 4 | 45 | 83 | 8 | 5 | 32 | 44 | 0 | 1 | 0 | 229 |
| 45 and over | 6 | 2 | 12 | 7 | 101 | 161 | 14 | 11 | 49 | 84 | 1 | 1 | 0 | 450 |
| Full-time | 12 | 4 | 23 | 17 | 185 | 325 | 30 | 25 | 128 | 168 | 2 | 3 | 1 | 922 |
| Part-time | 5 | 2 | 15 | 10 | 138 | 216 | 24 | 15 | 59 | 101 | 1 | 1 | 0 | 586 |
| Female | 9 | 4 | 21 | 16 | 165 | 284 | 30 | 24 | 104 | 139 | 2 | 2 | 0 | 800 |
| Male | 7 | 3 | 17 | 10 | 159 | 257 | 24 | 16 | 83 | 130 | 1 | 2 | 0 | 709 |
| Immigrant | 0 | 0 | 3 | 1 | 50 | 155 | 11 | 6 | 55 | 84 | 1 | 1 | 0 | 367 |
| Non-immigrant | 16 | 6 | 36 | 25 | 273 | 386 | 43 | 34 | 132 | 185 | 2 | 3 | 1 | 1,141 |

1. If the number of jobs is below 500 and is not suppressed for confidentiality reasons, the number of jobs is rounded to zero.

x: suppressed to meet the confidentiality requirements of the Statistics Act

**Table D Employee weekly hours in tourism industries by employee characteristics, provinces, territories, and Canada, 2012**

| | N.L. | P.E.I. | N.S. | N.B. | Que. | Ont. | Man. | Sask. | Alta. | B.C. | Y.T. | N.W.T. | Nvt. | Canada |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | hours per week | | | | | | | | | | | | | |
| **Transportation** | **36.5** | **x** | **34.2** | **35.3** | **31.8** | **32.8** | **34.3** | **x** | **30.8** | **32.0** | **33.6** | **x** | **x** | **32.4** |
| 15 to 24 | 27.9 | x | 24.3 | x | x | 23.2 | 34.7 | x | 28.9 | 24.9 | 16.4 | x | x | 25.1 |
| 25 to 34 | 32.8 | x | 39.3 | x | x | 32.0 | 32.5 | x | 29.5 | 31.8 | 44.9 | x | x | 32.0 |
| 35 to 44 | 38.9 | x | 36.1 | x | 35.3 | 34.8 | 34.9 | x | 32.1 | 33.4 | 42.9 | x | x | 34.8 |
| 45 and over | 37.9 | x | 33.2 | 36.2 | 30.8 | 33.2 | 34.6 | x | 31.1 | 32.3 | 37.3 | x | x | 32.3 |
| Full-time | 39.1 | x | 37.9 | x | 36.1 | 37.3 | 37.3 | x | 35.3 | 36.0 | 35.3 | x | x | 36.6 |
| Part-time | 16.7 | x | 17.5 | x | 17.9 | 18.0 | 14.0 | x | 18.0 | 17.0 | 16.5 | x | x | 17.7 |
| Female | 31.6 | x | 30.3 | 30.9 | 28.4 | 27.0 | x | x | 24.9 | 27.9 | 32.7 | x | x | 27.6 |
| Male | 38.6 | x | 35.3 | 36.5 | 33.3 | 35.4 | x | x | 34.6 | 33.4 | 33.9 | x | x | 34.5 |
| Immigrant | x | x | 33.0 | x | 33.6 | 34.2 | 36.7 | x | 32.7 | 32.1 | 28.5 | x | x | 33.6 |
| Non-immigrant | x | x | 34.3 | x | 31.5 | 32.1 | 33.8 | x | 30.2 | 31.9 | 34.1 | x | x | 32.0 |
| **Accommodation** | **33.8** | **33.8** | **30.7** | **32.1** | **31.6** | **31.5** | **30.9** | **32.5** | **35.5** | **31.9** | **x** | **x** | **x** | **32.3** |
| 15 to 24 | 18.2 | 17.4 | 17.5 | 18.5 | 19.0 | 15.6 | 18.7 | 19.4 | 24.5 | 19.6 | x | x | x | 18.8 |
| 25 to 34 | 32.0 | 35.8 | 36.9 | 50.4 | 33.5 | 34.1 | 35.0 | 36.9 | 37.3 | 34.6 | x | x | x | 35.4 |
| 35 to 44 | x | 44.5 | 39.2 | 42.8 | 42.5 | 41.1 | 39.5 | 41.7 | 40.2 | 34.4 | x | x | x | 39.6 |
| 45 and over | x | 41.6 | 34.3 | 29.5 | 33.9 | 37.3 | 35.5 | 34.2 | 38.2 | 34.6 | x | x | x | 35.7 |
| Full-time | 36.8 | x | 37.3 | 38.8 | 36.9 | 37.8 | 39.4 | 40.4 | 39.2 | 36.5 | x | x | x | 37.7 |
| Part-time | 15.8 | x | 15.4 | 15.7 | 16.0 | 15.5 | 16.3 | 15.9 | 15.6 | 17.5 | x | x | x | 16.1 |
| Female | 34.7 | 31.3 | 28.8 | 28.2 | 29.6 | 29.1 | 27.8 | 30.6 | 32.7 | 30.0 | x | x | x | 30.0 |
| Male | 32.1 | 38.9 | 34.9 | 38.4 | 34.5 | 34.8 | 35.7 | 36.8 | 40.1 | 34.9 | x | x | x | 35.8 |
| Immigrant | x | x | 37.3 | 29.4 | 37.1 | 37.7 | 34.1 | 34.4 | 37.9 | 35.8 | x | x | x | 37.0 |
| Non-immigrant | x | x | 30.1 | 32.3 | 30.4 | 28.3 | 30.1 | 32.1 | 34.3 | 29.8 | x | x | x | 30.5 |
| **Food and beverage services** | **28.7** | **27.6** | **27.0** | **28.1** | **26.1** | **26.5** | **24.9** | **28.2** | **30.9** | **26.8** | **27.2** | **x** | **x** | **27.1** |
| 15 to 24 | 20.6 | x | 18.5 | 18.8 | 18.3 | 17.9 | 18.4 | 19.4 | 21.1 | 18.5 | x | x | x | 18.6 |
| 25 to 34 | 33.1 | 33.6 | 31.4 | 35.0 | 31.2 | 32.3 | 31.4 | 35.1 | 36.8 | 32.2 | x | x | x | 32.9 |
| 35 to 44 | 42.6 | 45.6 | 36.5 | 34.7 | 36.0 | 36.4 | 36.9 | 34.2 | 39.7 | 34.9 | x | x | x | 36.6 |
| 45 and over | 34.1 | x | 36.6 | 35.4 | 34.6 | 35.3 | 33.1 | 38.7 | 38.7 | 34.7 | x | x | x | 35.5 |
| Full-time | 37.0 | 39.4 | 37.1 | 37.1 | 37.4 | 37.4 | 36.6 | 37.3 | 39.3 | 36.9 | x | x | x | 37.6 |
| Part-time | 16.0 | 14.9 | 15.5 | 15.4 | 16.2 | 15.4 | 15.1 | 15.4 | 15.3 | 15.9 | x | x | x | 15.7 |
| Female | 28.4 | 24.3 | 26.3 | 28.0 | 24.6 | 25.1 | 23.3 | 26.4 | 28.6 | 24.9 | 22.5 | x | x | 25.5 |
| Male | 29.4 | 33.7 | 28.2 | 28.3 | 28.0 | 28.4 | 27.4 | 31.1 | 34.0 | 29.3 | 34.6 | x | x | 29.2 |
| Immigrant | 33.5 | 32.5 | 34.6 | 33.0 | 31.2 | 30.7 | 28.1 | 33.0 | 35.6 | 30.2 | 39.2 | x | x | 31.4 |
| Non-immigrant | 28.6 | 27.3 | 26.5 | 27.8 | 25.1 | 24.8 | 23.9 | 27.0 | 28.5 | 25.0 | 23.9 | 30.7 | 27.5 | 25.6 |
| **Recreation and entertainment** | **29.2** | **x** | **28.1** | **30.9** | **27.2** | **28.2** | **27.8** | **30.3** | **28.5** | **28.0** | **x** | **x** | **x** | **28.1** |
| 15 to 24 | 14.5 | x | 14.0 | x | 13.5 | 13.8 | 15.4 | 17.3 | 17.5 | 14.6 | x | x | x | 14.6 |
| 25 to 34 | x | x | 37.3 | x | 38.8 | 38.1 | 38.2 | 39.9 | 37.0 | 31.8 | x | x | x | 37.0 |
| 35 to 44 | x | x | 47.6 | x | 40.3 | 42.6 | 39.8 | 47.9 | 38.8 | 38.3 | x | x | x | 41.2 |
| 45 and over | x | x | 37.2 | 34.2 | 35.6 | 35.0 | 34.3 | 35.2 | 35.3 | 33.0 | x | x | x | 34.9 |
| Full-time | x | x | 39.4 | 39.9 | 37.7 | 36.9 | 39.4 | 40.3 | 39.2 | 37.0 | x | x | x | 37.7 |
| Part-time | x | x | 13.7 | 14.3 | 13.3 | 14.1 | 16.7 | 15.4 | 14.8 | 13.3 | x | x | x | 14.0 |
| Female | 29.3 | x | 25.9 | 28.3 | 25.8 | 26.4 | 28.5 | 27.5 | 27.0 | 26.9 | x | x | x | 26.6 |
| Male | 29.2 | x | 30.3 | 33.8 | 28.5 | 29.6 | 27.1 | 33.1 | 29.9 | 29.0 | x | x | x | 29.4 |
| Immigrant | x | x | x | 44.8 | 30.6 | 32.5 | 37.8 | 31.9 | 32.8 | 32.6 | x | x | x | 32.6 |
| Non-immigrant | x | x | x | 30.1 | 26.9 | 27.3 | 26.1 | 30.3 | 27.7 | 26.8 | x | 30.3 | x | 27.3 |

**Table D Employee weekly hours in tourism industries by employee characteristics, provinces, territories, and Canada, 2012 (concluded)**

| | N.L. | P.E.I. | N.S. | N.B. | Que. | Ont. | Man. | Sask. | Alta. | B.C. | Y.T. | N.W.T. | Nvt. | Canada |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | hours per week | | | | | | | | | | | | | |
| **Travel services** | **33.3** | **x** | **33.9** | **34.6** | **34.8** | **35.3** | **36.1** | **x** | **30.5** | **33.7** | **x** | **x** | **x** | **34.5** |
| 15 to 24 | 2.3 | x | 10.8 | x | x | 24.8 | 23.1 | x | 24.3 | 19.3 | x | x | x | 22.5 |
| 25 to 34 | x | x | 41.6 | x | x | 36.8 | 37.1 | x | 34.0 | 35.0 | x | x | x | 36.8 |
| 35 to 44 | x | x | 45.0 | x | 38.6 | 37.9 | 45.4 | x | 35.9 | 35.3 | x | x | x | 37.6 |
| 45 and over | 34.5 | x | 32.0 | 34.2 | 33.3 | 35.9 | 33.9 | x | 25.9 | 34.3 | x | x | x | 34.0 |
| Full-time | x | x | 38.8 | x | 37.1 | 37.4 | 39.1 | x | 33.4 | 38.7 | x | x | x | 37.4 |
| Part-time | x | x | 13.3 | x | 15.8 | 15.2 | 15.3 | x | 15.9 | 14.5 | x | ... | x | 15.1 |
| Female | 40.1 | x | 33.4 | 37.5 | 33.7 | 34.9 | x | x | 28.0 | 32.1 | x | x | x | 33.7 |
| Male | 5.2 | x | 35.1 | 29.6 | 36.9 | 36.4 | x | x | 36.2 | 36.3 | x | x | x | 36.1 |
| Immigrant | 1.6 | x | x | x | 37.4 | 36.0 | 36.8 | x | 33.4 | 34.1 | x | x | x | 35.6 |
| Non-immigrant | 35.0 | x | x | x | 33.9 | 34.9 | 35.9 | x | 29.4 | 33.3 | x | x | x | 33.9 |
| **All tourism industries** | **31.1** | **30.4** | **29.1** | **29.7** | **28.0** | **28.6** | **27.8** | **29.9** | **31.3** | **28.8** | **29.7** | **33.6** | **28.0** | **28.9** |
| 15 to 24 | 19.5 | 18.4 | 17.9 | 18.6 | 17.7 | 17.3 | 18.5 | 19.1 | 21.1 | 18.3 | 19.7 | 22.3 | 18.9 | 18.2 |
| 25 to 34 | 34.1 | 36.2 | 34.3 | 39.0 | 32.9 | 33.4 | 33.1 | 36.5 | 36.0 | 32.6 | 38.9 | 35.4 | 32.0 | 33.8 |
| 35 to 44 | 43.9 | 44.8 | 38.0 | 37.9 | 37.4 | 37.6 | 37.7 | 38.3 | 38.2 | 35.0 | 32.2 | 35.9 | 26.4 | 37.3 |
| 45 and over | 36.2 | 40.3 | 34.9 | 34.3 | 33.6 | 34.9 | 34.3 | 35.6 | 35.7 | 33.7 | 36.3 | 37.1 | 34.9 | 34.5 |
| Full-time | 37.5 | 39.5 | 37.6 | 37.9 | 37.1 | 37.3 | 37.7 | 38.7 | 38.5 | 36.7 | 36.7 | 37.4 | 34.7 | 37.4 |
| Part-time | 15.7 | 15.1 | 15.4 | 15.3 | 15.8 | 15.5 | 15.5 | 15.6 | 15.5 | 15.8 | 13.8 | 14.5 | 17.9 | 15.6 |
| Female | 30.2 | 27.1 | 27.3 | 28.2 | 26.1 | 26.5 | 25.6 | 28.0 | 28.8 | 26.6 | 27.8 | 30.5 | 23.8 | 26.9 |
| Male | 32.3 | 35.0 | 31.2 | 31.9 | 30.0 | 31.0 | 30.5 | 32.6 | 34.4 | 31.2 | 32.7 | 36.2 | 31.6 | 31.3 |
| Immigrant | 29.9 | 38.0 | 34.9 | 34.5 | 32.6 | 32.6 | 31.3 | 33.6 | 35.5 | 31.8 | 32.5 | 37.7 | 42.2 | 32.9 |
| Non-immigrant | 31.1 | 29.9 | 28.6 | 29.4 | 27.2 | 27.0 | 26.9 | 29.2 | 29.6 | 27.5 | 29.0 | 32.4 | 27.3 | 27.7 |

... not applicable

x suppressed to meet the confidentiality requirements of the Statistics Act

## Table E Employee hourly wages in tourism industries by employee characteristics, provinces, territories, and Canada, 2012

| | N.L. | P.E.I. | N.S. | N.B. | Que. | Ont. | Man. | Sask. | Alta. | B.C. | Y.T. | N.W.T. | Nvt. | Canada |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | dollars per hour | | | | | | | | | | | | | |
| **Transportation** | **27.87** | **x** | **23.26** | **24.12** | **27.72** | **25.78** | **23.62** | **x** | **35.48** | **29.26** | **28.33** | **x** | **x** | **27.85** |
| 15 to 24 | 17.55 | x | 12.06 | x | x | 14.67 | 13.93 | x | 20.68 | 16.43 | 12.67 | x | x | 16.38 |
| 25 to 34 | 27.54 | x | 21.10 | x | x | 22.65 | 18.63 | x | 30.71 | 26.43 | 24.90 | x | x | 25.10 |
| 35 to 44 | 28.60 | x | 22.78 | x | 29.71 | 25.71 | 25.16 | x | 35.57 | 30.29 | 48.64 | x | x | 28.71 |
| 45 and over | 28.60 | x | 24.77 | 25.35 | 28.08 | 27.37 | 26.17 | x | 39.17 | 30.79 | 31.45 | x | x | 29.26 |
| Full-time | 28.42 | x | 24.01 | x | 28.26 | 26.18 | 23.72 | x | 36.62 | 29.90 | 28.85 | x | x | 28.40 |
| Part-time | 17.63 | x | 15.91 | x | 24.11 | 23.10 | 21.82 | x | 29.00 | 24.23 | 17.40 | x | x | 24.00 |
| Female | 21.77 | x | 16.67 | 19.68 | 27.37 | 23.88 | x | x | 29.60 | 22.89 | 24.49 | x | x | 24.89 |
| Male | 29.96 | x | 24.82 | 25.17 | 27.85 | 26.45 | x | x | 38.17 | 31.23 | 29.93 | x | x | 28.90 |
| Immigrant | x | x | 21.84 | x | 24.90 | 24.00 | 18.00 | x | 28.76 | 27.86 | 37.44 | x | x | 25.34 |
| Non-immigrant | x | x | 23.37 | x | 28.21 | 26.64 | 24.93 | x | 37.75 | 29.83 | 27.56 | x | x | 28.70 |
| **Accommodation** | **24.09** | **13.08** | **17.17** | **15.35** | **17.66** | **20.71** | **14.72** | **17.60** | **19.47** | **18.60** | **x** | **x** | **x** | **18.85** |
| 15 to 24 | 18.01 | 11.00 | 11.55 | 11.36 | 12.41 | 13.78 | 10.75 | 13.70 | 12.56 | 10.70 | x | x | x | 12.50 |
| 25 to 34 | 23.72 | 11.06 | 15.30 | 14.02 | 15.98 | 17.33 | 12.14 | 17.46 | 17.96 | 16.75 | x | x | x | 16.74 |
| 35 to 44 | x | 12.01 | 22.61 | 18.51 | 19.45 | 20.85 | 16.36 | 16.77 | 20.99 | 20.21 | x | x | x | 20.13 |
| 45 and over | x | 14.87 | 17.76 | 17.60 | 19.30 | 23.90 | 17.00 | 19.43 | 22.09 | 20.69 | x | x | x | 21.26 |
| Full-time | 24.29 | x | 17.72 | 15.85 | 18.17 | 21.26 | 15.18 | 17.92 | 19.76 | 19.44 | x | x | x | 19.40 |
| Part-time | 21.32 | x | 14.06 | 12.34 | 14.15 | 17.31 | 12.83 | 15.90 | 15.58 | 13.14 | x | x | x | 15.05 |
| Female | 24.05 | 12.57 | 15.70 | 15.43 | 16.81 | 19.08 | 14.07 | 17.20 | 17.49 | 16.40 | x | x | x | 17.35 |
| Male | 24.18 | 13.93 | 19.84 | 15.26 | 18.73 | 22.62 | 15.51 | 18.35 | 22.14 | 21.54 | x | x | x | 20.83 |
| Immigrant | x | x | 19.80 | 13.76 | 18.07 | 22.73 | 14.14 | 18.87 | 19.51 | 20.14 | x | x | x | 20.36 |
| Non-immigrant | x | x | 16.88 | 15.43 | 17.55 | 19.35 | 14.90 | 17.33 | 19.45 | 17.63 | x | x | x | 18.17 |
| **Food and beverage services** | **16.79** | **11.38** | **12.66** | **12.94** | **15.56** | **14.44** | **12.75** | **15.09** | **16.40** | **14.33** | **16.98** | **x** | **x** | **14.85** |
| 15 to 24 | 12.40 | x | 10.39 | 10.69 | 12.82 | 11.02 | 10.14 | 12.74 | 12.49 | 11.17 | x | x | x | 11.64 |
| 25 to 34 | 15.45 | 13.18 | 11.50 | 13.82 | 15.99 | 14.24 | 13.26 | 15.49 | 16.54 | 14.34 | x | x | x | 14.94 |
| 35 to 44 | 18.62 | 12.14 | 13.74 | 13.82 | 16.94 | 16.97 | 15.45 | 16.37 | 19.27 | 16.09 | x | x | x | 16.97 |
| 45 and over | 21.75 | x | 15.47 | 13.89 | 17.78 | 17.21 | 15.66 | 17.02 | 19.03 | 17.17 | x | x | x | 17.43 |
| Full-time | 17.83 | 11.55 | 12.99 | 13.37 | 16.36 | 15.60 | 13.63 | 15.54 | 17.05 | 15.16 | x | x | x | 15.76 |
| Part-time | 13.09 | 10.90 | 11.75 | 11.48 | 13.92 | 11.58 | 10.98 | 13.55 | 13.36 | 12.24 | x | x | x | 12.48 |
| Female | 16.51 | 11.38 | 11.69 | 12.32 | 14.85 | 13.77 | 11.81 | 14.40 | 15.21 | 13.37 | 18.27 | x | x | 14.01 |
| Male | 17.30 | 11.39 | 14.16 | 14.20 | 16.32 | 15.27 | 14.08 | 16.04 | 17.79 | 15.48 | 15.62 | x | x | 15.86 |
| Immigrant | 21.78 | 11.52 | 13.79 | 12.49 | 16.07 | 14.87 | 12.31 | 15.04 | 16.40 | 14.64 | 19.46 | x | x | 15.21 |
| Non-immigrant | 16.60 | 11.38 | 12.57 | 12.96 | 15.43 | 14.22 | 12.91 | 15.10 | 16.40 | 14.15 | 15.88 | 17.37 | 33.42 | 14.70 |
| **Recreation and entertainment** | **19.26** | **x** | **18.35** | **16.85** | **20.09** | **21.79** | **20.32** | **17.60** | **20.76** | **19.03** | **x** | **x** | **x** | **20.42** |
| 15 to 24 | 15.81 | x | 13.07 | x | 12.85 | 13.68 | 12.66 | 13.84 | 13.23 | 12.51 | x | x | x | 13.14 |
| 25 to 34 | x | x | 16.15 | x | 19.22 | 21.39 | 20.79 | 14.57 | 23.06 | 21.08 | x | x | x | 20.70 |
| 35 to 44 | x | x | 20.31 | x | 23.14 | 23.82 | 22.24 | 20.70 | 24.07 | 18.97 | x | x | x | 22.42 |
| 45 and over | x | x | 21.44 | 19.23 | 23.07 | 25.38 | 23.64 | 20.19 | 23.41 | 20.53 | x | x | x | 23.25 |
| Full-time | x | x | 19.64 | 17.85 | 21.52 | 23.23 | 22.79 | 18.55 | 22.04 | 19.77 | x | x | x | 21.71 |
| Part-time | x | x | 13.60 | 11.71 | 14.63 | 15.73 | 14.77 | 13.83 | 16.41 | 15.69 | x | x | x | 15.33 |
| Female | 19.44 | x | 17.52 | 15.93 | 19.17 | 18.83 | 18.99 | 16.68 | 18.35 | 16.52 | x | x | x | 18.24 |
| Male | 19.13 | x | 19.01 | 17.69 | 20.83 | 23.99 | 21.77 | 18.34 | 23.02 | 21.05 | x | x | x | 22.18 |
| Immigrant | x | x | x | 15.05 | 19.90 | 22.65 | 20.35 | 19.62 | 20.78 | 19.10 | x | x | x | 21.11 |
| Non-immigrant | x | x | x | 17.02 | 20.11 | 21.59 | 20.32 | 17.47 | 20.75 | 19.00 | x | 23.54 | x | 20.28 |

**Table E Employee hourly wages in tourism industries by employee characteristics, provinces, territories, and Canada, 2012 (concluded)**

| | N.L. | P.E.I. | N.S. | N.B. | Que. | Ont. | Man. | Sask. | Alta. | B.C. | Y.T. | N.W.T. | Nvt. | Canada |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | dollars per hour | | | | | | | | | | | | | |
| **Travel services** | **22.33** | **x** | **16.76** | **21.61** | **17.74** | **22.40** | **23.24** | **x** | **32.65** | **24.19** | **x** | **x** | **x** | **22.44** |
| 15 to 24 | 11.70 | x | 16.23 | x | x | 14.32 | 10.04 | x | 18.37 | 16.93 | x | x | x | 14.93 |
| 25 to 34 | x | x | 13.69 | x | x | 19.52 | 10.38 | x | 33.46 | 19.81 | x | x | x | 19.03 |
| 35 to 44 | x | x | 15.12 | x | 17.73 | 25.46 | 39.21 | x | 31.99 | 25.05 | x | x | x | 24.93 |
| 45 and over | 20.06 | x | 18.38 | 21.58 | 20.41 | 23.53 | 16.46 | x | 35.97 | 26.45 | x | x | x | 23.81 |
| Full-time | x | x | 17.32 | x | 17.80 | 22.74 | 23.49 | x | 33.84 | 24.25 | x | x | x | 22.69 |
| Part-time | x | x | 9.89 | x | 16.57 | 14.51 | 18.91 | x | 19.98 | 23.67 | x | ... | x | 18.22 |
| Female | 22.38 | x | 15.96 | 22.26 | 18.59 | 21.34 | x | x | 26.51 | 20.53 | x | x | x | 20.84 |
| Male | 20.92 | x | 18.81 | 20.23 | 16.33 | 24.83 | x | x | 43.33 | 29.66 | x | x | x | 25.60 |
| Immigrant | 16.52 | x | x | x | 16.22 | 21.75 | 14.18 | x | 32.85 | 22.84 | x | x | x | 21.71 |
| Non-immigrant | 22.35 | x | x | x | 18.33 | 22.85 | 25.04 | x | 32.56 | 25.23 | x | x | x | 22.83 |
| **All tourism industries** | **20.80** | **13.00** | **16.03** | **14.96** | **18.55** | **18.69** | **16.23** | **17.13** | **20.43** | **18.95** | **21.08** | **26.15** | **40.22** | **18.71** |
| 15 to 24 | 13.47 | 9.45 | 10.85 | 10.93 | 12.86 | 11.73 | 10.71 | 13.25 | 12.96 | 11.58 | 13.04 | 18.88 | 33.75 | 12.11 |
| 25 to 34 | 18.96 | 12.39 | 14.09 | 14.86 | 17.68 | 16.98 | 14.76 | 16.24 | 19.14 | 17.40 | 20.62 | 22.37 | 39.91 | 17.39 |
| 35 to 44 | 23.46 | 13.83 | 17.64 | 16.11 | 21.11 | 20.90 | 19.56 | 18.44 | 23.07 | 20.98 | 27.57 | 30.95 | 33.90 | 21.06 |
| 45 and over | 24.50 | 15.53 | 19.17 | 17.34 | 21.38 | 22.71 | 20.13 | 20.10 | 25.33 | 22.88 | 25.00 | 29.11 | 51.19 | 22.42 |
| Full-time | 21.96 | 13.45 | 16.93 | 15.69 | 19.70 | 20.04 | 17.52 | 17.77 | 21.21 | 20.18 | 21.73 | 26.85 | 44.27 | 19.89 |
| Part-time | 14.10 | 11.02 | 12.51 | 11.77 | 14.94 | 13.82 | 12.36 | 14.58 | 16.18 | 14.22 | 17.14 | 17.21 | 28.49 | 14.30 |
| Female | 18.89 | 12.02 | 13.56 | 13.57 | 17.08 | 16.61 | 14.19 | 16.13 | 17.55 | 15.62 | 18.74 | 19.86 | 37.81 | 16.44 |
| Male | 23.14 | 14.07 | 18.79 | 16.88 | 19.87 | 20.66 | 18.37 | 18.41 | 23.44 | 22.00 | 24.10 | 30.79 | 41.82 | 20.92 |
| Immigrant | 21.73 | 12.41 | 16.45 | 14.19 | 17.83 | 18.74 | 14.48 | 16.32 | 18.88 | 18.63 | 21.73 | 22.19 | 46.81 | 18.44 |
| Non-immigrant | 20.78 | 13.05 | 15.99 | 15.00 | 18.71 | 18.67 | 16.75 | 17.30 | 21.19 | 19.12 | 20.89 | 27.41 | 39.74 | 18.82 |

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## Appendix A: Accounting framework

The Human Resource Module (HRM) is based on and rooted in the accounting framework of the Canadian Tourism Satellite Account (CTSA), which follows the international guidelines in Recommended Methodological Framework: Tourism Satellite Account 2008 (TSA: RMF).[7] In turn, the TSA: RMF is based on the accounting framework and principles of the internationally recognized System of National Accounts 2008 (SNA).[8]

Because the HRM uses the same framework, concepts and definitions as the CTSA, results from both can be readily compared. By extension, the HRM results can be compared to those of the Canadian System of National Accounts (CSNA), in particular, to the number of jobs, hours worked and labour income in other industries in the economy. This enhances the analytical capacity of the HRM.[9]

## Appendix B: Concepts and definitions

The Human Resource Module (HRM) carries information on the number of employee and self-employment jobs, full-time equivalent employment, total number of hours worked and labour income, gross wages and salaries and supplementary labour income. Some of these basic concepts and definitions are described next. They are discussed from a total industry perspective first, that is to say, regardless of the source of demand, tourism or non-tourism.

In the HRM, total employment in an industry is the number of all employee and self-employment jobs in that industry. It should be noted that a job that exists for only part of the year (e.g., 4 months) counts as only a fraction of a job (1/3 of a job) for the year. It should also be noted that a part-time job at 10 hours a week counts as much as a full-time job at 50 hours a week; each is one job. For this reason, jobs are not a good measure of labour inputs to production.

A better measure is full-time equivalent employment in which part-time jobs are converted to full-time jobs on the basis of hours worked. For example, two part-time jobs of twenty hours per week would be equivalent to one full-time job at forty hours per week. Total hours worked is an even better measure of aggregate volume of labour inputs to production, and the one used in the Canadian System National Accounts (CSNA) to calculate labour productivity. The concept here is that of actual hours worked, not usual hours, and of hours worked, not hours paid (see Appendix C.1).

The value of labour inputs to production in an industry is measured by the labour income and a labour component of mixed income for all jobs in that industry. Labour income consists of gross (i.e., before tax) wages and salaries, including tips,[10] commissions, bonuses, as well as supplementary labour income which covers mandatory and non-mandatory employer contributions to pension plans and social insurance and health plans.[11] Mixed income is the income after expenses of unincorporated business accruing to the self-employed.[12]

The National Tourism Indicators (NTI) include estimates on the number of jobs that can be directly attributed to, or generated by, tourism demand. These estimates provide the link between the HRM and the Canadian Tourism Satellite Account (CTSA) and NTI. Tourism employment in an industry (concept used in the CTSA and NTI) is the number of jobs generated by, or attributable to, visitor spending on the goods and/or services produced by that industry. The difference between tourism employment and total employment (concept used in the HRM) is the number of jobs attributable to non-tourism (i.e., not directly attributable to tourism demand).

As an example, if the full-service restaurants industry has a total of 100,000 jobs, only the share that is directly associated with tourism (say 25%, or 25,000 jobs) represents the tourism employment in this industry. Similarly, only 25% of the full-time equivalent employment, total hours worked and labour income is attributed to tourism. Derived variables, such as annual average hours worked and annual average wage and salary per tourism job, as well as

7. Commission of the European Communities, Organisation for Economic Co-operation and Development, World Tourism Organization, United Nations Statistics Division, 2008.
8. Commission of the European Communities, International Monetary Fund, Organisation for Economic Co-operation and Development, United Nations, World Bank, 2008.
9. Some conceptual differences exist between the Canadian TSA and the international guidelines in the TSA-RMF. See Katharine Kemp and Shaila Nijhowne, 2004.
10. The imputation of unreported tips in the CSNA is described in Appendix C, C.1.
11. Includes Medicare, dental plans, short-term and long-term disability plans, life insurance, etc.
12. Mixed income is found in the CTSA. For the HRM, an imputation is made for the labour component of mixed income. See the discussion of Appendix D: Methodology Step 1.

the average hourly earnings per hour worked per tourism job are assumed to be the same for all jobs in an industry.

At the core of the CTSA and the NTI is the definition of tourism. Tourism is defined according to international standards as: "the activities of persons travelling to and staying in places outside their usual environment for not more than one consecutive year for leisure, business and other purposes not related to the exercise of an activity remunerated from within the place visited". Persons who engage in tourism, so-defined, are called visitors. Visitors consist of tourists (those who visit and stay outside their usual environment for at least one night) and same-day visitors.

The definition of tourism is quite broad in that both personal and business travels are included. The international standard does not precisely spell out the notion of usual environment, thereby allowing a country to apply its own specifications. For operational purposes, Canada has defined the concept of usual environment as the area less than 80 kilometres one-way from home.[13] On the other hand, crossing an international boundary is considered tourism regardless of the distance travelled. It should be noted that not all travel is tourism. In particular, the definition rules out several types of travel, including commuting to and from work or school, travel by armed forces and diplomats, as well as migration.

Tourism demand is the spending by Canadian and non-resident visitors on domestically produced commodities. This spending has a direct impact on a wide range of industries, some more so than others. This leads to a definition of a tourism industry as one that would cease to exist without tourism, or would continue to exist only at a significantly reduced level of activity. By this definition, travel services is a tourism industry, while retail trade, which derives some of its business from visitors, is not. A tourism commodity is a good or service for which a significant part of its total demand comes from visitors. Air passenger transportation is a tourism commodity, while groceries, although occasionally bought by visitors, is not, because most groceries are bought by local residents.

Gross domestic product (GDP) can be defined as the unduplicated value of production of goods and services within the geographic boundaries of a country or region (e.g., province, territory).[14] Tourism GDP is the GDP that can be attributed to the production of goods and services consumed directly by visitors.[15] In the CTSA, tourism GDP is calculated as the sum of the labour income, mixed income (net income of unincorporated business) and other operating surplus (corporate profit and depreciation) that can be directly attributed to visitor spending.[16]

Several socio-demographic variables are available in the HRM. One of these, immigrant status, is defined as follows: an immigrant is a permanent resident who is not a Canadian citizen at birth or is a person who holds a study or work permit or who is a refugee claimant or is a family member living with a refugee claimant. A non-immigrant is a person who is a Canadian citizen at birth.

Occupation data from the 2011 National Household Survey have been analyzed with a view to identifying tourism characteristic occupations. In a manner similar to tourism industries, tourism characteristic occupations were defined as those which would cease to exist or continue to exist at a substantially reduced level of employment in the absence of tourism.

In practice, tourism characteristic occupations are identified by multiplying each tourism industry group's share of jobs in the occupation in the total economy by the industry group's tourism GDP ratio (the portion of production of the tourism industry owing to visitors) from the Tourism Satellite Account.[17] The result of this operation is the tourism occupation ratio, which estimates the proportion of employment in an occupation which could be expected to

13. The operational definition of tourism has been revised with the new, redesigned Travel Survey of Residents of Canada. Tourism will now include all overnight "out of town" trips and same-day trips exceeding forty kilometres one way from home. In addition to the usual exclusions, routine trips, such as for grocery shopping, will be excluded even if "out of town" or over forty kilometres.
14. Unduplicated means that values are not double counted. If, for example, the value of fuel used by aircraft is counted along with airfares (which already include the costs of fuel inputs) the value of the fuel would be counted twice. Instead, only the value added (the difference between revenues from sales of goods and services produced and the cost of intermediate inputs of goods and services) at each stage of production is counted in GDP. It should be noted that GDP in the CSNA and CTSA is measured at basic prices. This means essentially that valuation is at the prices received by sellers, and does not include taxes on the sale of goods and services.
15. The qualifier "directly" is important. To continue the example from above, "directly" means that only the GDP generated in the production of passenger air transportation (which visitors consume in their travels) can be counted in tourism GDP, not any of the GDP or value added generated in the production of goods and services that are inputs to air transport (like the fuel which airlines use). It is in this sense that tourism GDP is directly attributable to visitor spending. There is, of course, GDP generated in the upstream production chain that can be attributed to tourism, but only indirectly. Estimates of indirect effects of tourism can be obtained from economic impact models.
16. In the CTSA, GDP is calculated using the sum of incomes generated by production approach, one of the three approaches to measuring GDP. The other two approaches are based on summing (1) the final expenditures on goods and services produced, and (2) the value added generated in the production of goods and services.
17. For more information on these ratios, see Statistics Canada 2009a.

disappear in the absence of tourism. Occupations in which employment would fall by at least ten percent economy-wide as a direct result of an absence of tourism are tourism characteristic occupations, and occupations in which employment would fall by five percent to less than ten percent are regarded as other tourism occupations. All remaining occupations found in tourism industries are considered other occupations in tourism industries.

Tourism characteristic occupations are selected for disaggregation by occupation if sufficient observations are available in Census, NHS and LFS data. The remaining occupations are summed in two remainder categories: other tourism occupations in tourism industries, which include *tourism characteristic occupations* lacking sufficient observations as well as *other tourism occupations*; and all other occupations in tourism industries. These remainder categories are still disaggregated by socio-demographic variables.

## Appendix C: Data sources

There are four main sources of data underlying the Human Resource Module (HRM). They are the Canadian Productivity Accounts (CPA) data in the Canadian System of National Accounts (CSNA), the Census, the Labour Force Survey (LFS), and the Survey of Employment Payroll and Hours (SEPH). These are described below along with their main uses.

### C.1 Canadian System of National Accounts

The CPA database in the CSNA provides the tourism industry group totals for employee jobs and hours worked, labour income, wages and salaries and supplementary labour income, for both full-time and part-time jobs. Comparable data are also available for self-employment jobs, though the income variable is imputed. These totals are for all jobs, including those attributable to both tourism and non-tourism demand. The data are classified on a North American Industry Classification System (NAICS) basis by province.

The CPA data for jobs are based, in turn, on the LFS estimates for the number of persons employed. This is adjusted to jobs by adding the second jobs of multiple-job holders.[18] Additions are made for employment not covered by the LFS (e.g., regular military, employed persons in the territories or living on Indian reserves, and civil servants working in Canadian embassies abroad) to reflect the total economy. Last, deductions are made to exclude those absent from work without pay during the reference week.[19] SEPH is primarily used to develop the industry allocation of the adjusted LFS benchmarks, although industry surveys and administrative sources (for example T4 slips)[20] are also used for selected industries.

The hours worked data include the following:

- hours actually worked during normal periods of work
- time worked in addition to hours worked during normal periods of work, and generally paid at higher rates than the normal rate (overtime)
- time spent at the place of work on work such as the preparation of the workplace, repairs and maintenance, preparation and cleaning of tools, and the preparation of receipts, time sheets and reports
- time spent at the place of work waiting or standing-by for such reasons as lack of supply of work, break-down of machinery, or accidents, or time spent at the place of work during which no work is done but for which payment is made under a guaranteed employment contract
- time corresponding to short periods of rest at the workplace, including tea and coffee breaks.

They exclude:

- hours paid for but not actually worked, such as paid annual leave, paid public holidays, paid sick leave
- meal breaks
- time spent on travel to and from home and work.

18. Industry of second job is determined based on patterns observed for multiple job holders in the Survey of Labour Income Dynamics.
19. For more details on the current CSNA methodology see Maynard 2005.
20. Forms used by the Canada Revenue Agency for the employer to report the summary of remuneration paid to all employees who received salary, wages, tips or gratuities, bonuses, vacation pay, employment commissions and other remuneration.

The hours worked data are adjusted to correct for reference week effects in order to estimate annual hours worked.

In the CSNA, industry totals for wages and salaries come from a detailed reconciliation of wages and salaries from survey data and T4 administrative data. Estimates for components of supplementary labour income come in part from the T4 system (e.g., employer contributions to Employment Insurance (EI) and Quebec and Canada Pension Plans (Q/CPP)), administrative data on registered pension plans and from Workers Compensation Boards, as well as other survey sources (for contributions like life, accident and health insurance).

It should be noted that adjustments for unreported tips are made to the benchmarks for several industries:

- Performing arts and spectator sports and related industries (NAICS 711)
- Amusement, gambling and recreation industries (NAICS 713)
- Accommodation services (NAICS 721)
- Food services and drinking places (NAICS 722).

The adjustments for tips are made on the basis of industry sales of alcoholic beverages, full service restaurant meals (no tips are assumed on fast food), and accommodation. There are additional, smaller imputations for the tips in personal care services (barbershops and beauty salons, etc.) and railway transportation (for luggage porters) industries.

It should be noted that the average hourly earnings are calculated in the HRM as wages and salaries divided by total hours worked. Because tips and pay for absences (sick leave, vacations, etc.) are included in wages and salaries, the hourly earnings include an implicit premium on top of the straight wage for both.

## C.2 National Household Survey and Census of Population

The National Household Survey (NHS) and the former Census of Population provide comprehensive data on the demographic, social and economic characteristics of Canadians. Detailed information was solicited from one in every five households for census reference years 2000 and 2005, and one in three households for reference year 2010. Given its large sample size, the Census serves as the most reliable source of information on occupational distributions. As such, data from the 2001 and 2006 Census and 2011 NHS are used primarily to distribute the CSNA totals for employee jobs, hours worked and wages and salaries across occupations by sex and age group, and between immigrants and non-immigrants.

The data used in these calculations are based on occupational distributions for persons who had employment income in the census reference years (in this case, 2000, 2005 and 2010). The self-employed are excluded in the calculations.

The samples are broken down into part-and full-time categories according to whether the weeks worked in the reference year were primarily full-time (30 or more hours per week) or part-time (less than 30 hours per week). Also, industry group and occupation relate to the main job held during the reference week (defined as the job at which the most hours were worked) or, if unemployed, to the main job held since the start of the reference year (defined as the one in which the most weeks were worked).

Tabulations for this study use the National Occupational Classification for Statistics (NOC-S) 2006 and NAICS 2002 for the 2006 Census and NOC-S 2001 and NAICS 1997 for the 2001 Census. Differences between classification systems do not affect tourism industries. Although the NHS was collected using the new NOC 2011 classification, NHS data for 2010 are also available under the NOC-S 2006 classification, which was used for this study for comparability.

## C.3 Labour Force Survey

The Labour Force Survey (LFS) is conducted monthly and includes approximately 53,400 households, which translates roughly to a sample size of 100,000 people over the age of fifteen. The LFS collects basic labour force activity information including industry and occupation of employment for the survey reference week (normally the week including the 15th of the month), both for employees and the self-employed. It does not cover the territories, military personnel or civil servants stationed abroad, or persons residing on Indian reserves. Industry data are based on NAICS 2007, while occupation data use NOC-S 2006 for the entire period from 1997 to 2012.

The LFS is used here to develop the time series on jobs, hours worked and wages and salaries by occupation,

age and gender for each industry group in the HRM. As mentioned previously, the LFS is used in the CSNA to establish overall number of jobs totals.

### C.4 Survey of Employment, Payrolls and Hours

The Survey of Employment, Payrolls and Hours (SEPH) is conducted monthly. It collects the number of employee jobs and payroll data from a sample of establishments in Canada.

In this survey, establishments are coded by industry through the Business Register, thereby providing a reliable source of timely information on the industry distribution of employee jobs and payrolls. The administrative data are supplemented by the monthly Business Payroll Survey of 11,000 businesses. This survey collects data on employment, earnings and paid or usual hours, according to whether workers are paid by the hour, salaried or remunerated some other way.

SEPH data on a NAICS basis are available back to 1991. Data on the number of jobs, hours paid and earnings are used here to break down the CPA estimates so that they correspond to the definition of tourism industries used in the Canadian Tourism Satellite Account (CTSA). As mentioned earlier, SEPH is also used extensively in the CSNA to determine the industry distributions of employee jobs.

## Appendix D: Methodology

The basic methodology consists of six steps:

1. taking totals from the Canadian System of National Accounts (CSNA) for jobs, hours worked, and wages and salaries
2. disaggregating these totals, using data from the CSNA for full-time and part-time jobs
3. distributing the CSNA totals for 2000, 2005, and 2010 across occupations, sex and age groups, and immigrant status based on census and National Household Survey (NHS) data
4. building time series from these benchmarks based on movements in corresponding series from the Labour Force Survey (LFS)
5. smoothing the time series for LFS occupations, while keeping the overall industry group totals
6. making limited, final adjustments to data values.

The following describes the methodology and implicit assumptions in more detail.

### Step 1: Benchmark totals

The industry group totals for jobs, hours worked, labour income and wages and salaries, including the details by class of worker (employee or self-employed), by full- and part-time status, are from the Canadian Productivity Accounts (CPA) database.

These data do not exactly meet requirements, however, and a number of adjustments are needed. In particular:

1. The labour component of mixed income from self-employment is imputed by multiplying the hours worked in self-employment by the average hourly wage per employee job. This method assumes that the self-employed and paid employees earn the same on average.[21] However, the imputation is imposed at the lowest level of the CPA database, resulting in differences in earnings between self-employed and paid employees in tourism industry aggregates.
2. The CSNA jobs data follow the CSNA version of North American Industry Classification System (NAICS), which is simply a special aggregation that defines the working level (W level) industries of the Input-Output Tables. At this level, detail is available only for two parts of accommodation services, traveller accommodation (NAICS 7211) and RV parks, recreational campgrounds and rooming and boarding houses (NAICS 7212 + NAICS 7213 = 721A at the W level). An adjustment is required to remove rooming and boarding houses. This is done using details from Survey of Employment Payroll and Hours (SEPH) on the industry's share of overall jobs, hours and earnings. These shares are used to adjust both employee and self-employment jobs. The same method is used to remove the non-tourism sub-industries of rail transportation

21. In past updates this imputation included supplementary labour income (SLI). However, self-employed do not contribute to the majority of plans/programs included in SLI. Since 2009, SLI is excluded from labour income for self-employed.

(NAICS 4821), automotive equipment rental and leasing (NAICS 5321), food services and drinking places (NAICS 7220), performing arts, spectators and related industries (NAICS 7110) and amusement and recreation industries (NAICS 7131+ NAICS 7132 + NAICS 7139 = 713A at the W level).

### Step 2: Distribution of CSNA data by full- and part-time status

Data from the CPA database in the CSNA are used to split jobs, hours worked and income by full-time and part-time status.

### Step 3: Distribution of industry totals by occupation

Information on the occupational distribution of jobs comes from the Census. Step 3 involves using this source to distribute the CSNA totals by occupation, sex, age group and immigrant status.

This step relates only to employee jobs, as occupational details are not developed for the self-employed. The Census of Population and NHS are used to distribute the industry group totals established in the second step for the years 2000, 2005 and 2010 (i.e., the reference years for the 2001 and 2006 Censuses and 2011 NHS).

To develop occupational distributors for the industry group totals, special census tabulations are prepared, identifying persons in the tourism industries who had employment income in the reference year and were not self-employed. The selected persons are grouped according to their industry and whether they worked mainly full-or part-time during the reference year. For each of these groups the distribution of the (weighted) sample by occupation is determined, as well as the distribution of total hours worked and wage and salary income.

The occupational distributor for hours worked is based on the distribution of total hours (jobs multiplied by average hours worked) across occupations within each industry group.

The occupational distributor for wages and salaries is based on the distribution of total wages and salaries (jobs multiplied by hours worked multiplied by hourly earnings) across occupations in each industry group.

### Step 4: Building the occupational time series

Step 4 entails using the corresponding LFS annual average series by occupation, age group and sex to build a time series. Information on immigrant status while available from the LFS was not considered robust enough at the detailed level, and therefore the percentage distribution from the census reference years (2000, 2005 and 2010) is used. To take into account the change in the immigrant ratio, a linear interpolation is used between the two censuses, and the ratio is fixed outside census years. The LFS data are adjusted to the census levels to maintain growth rates between the census years.

### Step 5: Smoothing the LFS data

Step 5 entails smoothing (using a four-year moving average) to reduce volatility in the occupational time series found in the LFS. It is implemented in a way that preserves the overall industry group totals (from the CSNA) and the occupational distributions (from the 2001 and 2006 Census).

A simple moving average is applied to the indicators (discussed in Step 3) used to build the time series on jobs, hours worked and wages and salaries, full-and part-time, by occupation and for each industry. A four-year moving average was judged to provide the best results overall in terms of reasonableness and consistency, reduced volatility, and minimizing the need for manual adjustments.

### Step 6: Other adjustments

The last step in developing the total industry estimates involves adjustments when the smoothed series appear out of line or generate erratic movements in the implied average annual hours or average hourly earnings. More specifically, adjustments are made if hourly earnings are more than four times higher than the corresponding

occupation average or less than half of the Ontario minimum wage or if hours reported are more than 70 hours a week.[22] Results indicate that the smoothing and adjustments have little effect on the general pattern of the occupational distributions.

### PTHRM-specific adjustments

For the Provincial-Territorial Human Resource Module, two additional steps must be performed. First, SEPH data in Step 1 are summed by region to defeat increased variability by province and territory. Second, data from the National Household Survey, Censuses of Population, and Labour Force Survey are benchmarked to the provincial-territorial distribution of jobs present in the CSNA data. This step is necessary to ensure numerical consistency of the disaggregated totals.

## Appendix E: Tourism industries in the Human Resource Module

This study uses the North American Industry Classification System (NAICS) 2007 to define the tourism-related industries. Briefly, NAICS is a comprehensive industry classification system encompassing all economic activities. It is designed for the compilation of production statistics and, therefore, for the classification of data relating to establishments (and locations). The criteria used to group establishments into industries in NAICS are similarity of input structures, labour skills or production processes used.

In order to maintain the reliability of the data, several tourism industries have been grouped together. Thus the tourism industry groups of the Human Resource Module (HRM) include:

Transportation

Air transportation (not available in Provincial-Territorial Human Resource Module for reasons of confidentiality)

All other transportation (includes rail, water, bus, taxi and vehicle rental)

Accommodation

Food and beverage services

Recreation and entertainment

Travel services.

Following is a detailed list of all tourism industries, including their NAICS codes.

22. For details on Ontario minimum wage and standard hours for hours of work, see *Ontario Employment Standards Act, 2000* and regulations 285/01.

## Detailed list of tourism industries by North American Industry Classification System (NAICS) 2007

### Transportation

**Air transportation**

4811 Scheduled air transport
4812 Non-scheduled air transport

**All other transportation industries**

4821 Rail transportation
of which:

**Tourism sub-industries**

482114 Passenger rail transportation

**Non-tourism sub-industries**

482112 Short-haul freight rail transportation
482113 Mainline freight rail transportation

4831 Deep sea, coastal and great lakes water transportation
4832 Inland water transportation
4851 Urban transit systems
4852 Interurban and rural bus transportation
4853 Taxi and limousine service
4854 School and employee bus transportation
4855 Charter bus industry
4859 Other transit and ground passenger transportation
4871 Scenic and sightseeing transportation, land
4872 Scenic and sightseeing transportation, water
4879 Scenic and sightseeing transportation, other
5321 Automotive equipment rental and leasing
of which:

**Tourism sub-industries**

532111 Passenger car rental
532120 Truck, utility trailer and RV (recreational vehicle) rental and leasing

**Non-tourism sub-industries**

532112 Passenger car leasing

### Accommodation

7211 Traveller accommodation
721A[1] RV (recreational vehicle) parks and recreational camps
of which:

**Tourism sub-industries**

721211 RV (recreational vehicle) parks and campgrounds
721212 Hunting and fishing camps
721213 Recreational (except hunting and fishing) and vacation camps

**Non-tourism sub-industries**

721310 Rooming and boarding houses

## Food and beverage services

7220 Food services and drinking places
of which:

**Tourism sub-industries**

72211 Full-service restaurants
72221 Limited-service eating places
72241 Drinking places (alcoholic beverages)

**Non-tourism sub-industries**

72231 Food service contractors
72232 Caterers
72233 Mobile food services

## Recreation and entertainment

51213 Motion picture and video exhibition
7110 Performing arts, spectator sports and related industries
of which:

**Tourism sub-industries**

7111 Performing arts companies
7112 Spectator sports
7115 Independent artists, writers and performers

**Non-tourism sub-industries**

7113 Promoters (presenters) of performing arts, sports and similar events
7114 Agents and managers for artists, athletes, entertainers and other public figures

7121 Heritage institutions
713A[1] Amusement and recreation industries
7131 Amusement parks and arcades
7132 Gambling industries
7139 Other amusement and recreation industries
of which:

**Tourism sub-industries**

71391 Golf courses and country clubs
71392 Skiing facilities
71393 Marinas
71395 Bowling centres
71399 All other amusement and recreation industries

**Non-tourism sub-industries**

71394 Fitness and recreational sports centres

## Travel services

5615 Travel arrangement and reservation services

1. Special aggregation of NAICS industries in the Canadian System of National Accounts (CSNA).

## Appendix F: Tourism occupations in the Human Resource Module

This study uses the National Occupational Classification for Statistics (NOC-S) definitions of occupations. An occupation is defined in this classification as a collection of jobs, sufficiently similar in work performed to be grouped under a common title for classification purposes.

The selection of occupations is based on an examination of the occupational data for the 2001 Census for persons in the experienced labour force whose main job was in one of the tourism industry groups. Occupations with an estimated 5,000 employed persons or more were selected for this study. Occupations were added if in the 2006 Census they obtained more than 5,000 employed persons. Occupations were removed if in the 2006 Census they obtained fewer than 2,500 employed persons. These occupations were not common enough to support time series based on smaller samples from the Labour Force Survey (LFS). Between 2,500 and 5,000 employed persons some occupations were removed.

A detailed listing of occupations along with their NOC-S codes follows.

## Detailed list of tourism occupations by National Occupational Classification for Statistics (NOC-S) 2006

| Occupations listed by tourism industry groups | NOC-S 2006 |
|---|---|
| **Accommodation** | |
| Accommodation service managers | A222 |
| Program leaders and instructors in recreation, sport and fitness | F154 |
| Cooks | G412 |
| Food and beverage servers | G513 |
| Hotel front desk clerks | G715 |
| Light duty cleaners | G931 |
| Food counter attendants, kitchen helpers and related occupations | G961 |
| Other tourism occupations in accommodation | |
| All other occupations in accommodation | |
| **Transportation** | |
| Bus drivers and subway operators and other transit operators | H712 |
| Taxi and limousine drivers and chauffeurs | H713 |
| **Food and beverage services** | |
| Restaurant and food service managers | A221 |
| Food service supervisors | G012 |
| Chefs | G411 |
| Cooks | G412 |
| Maîtres d'hôtel and hosts/hostesses | G511 |
| Bartenders | G512 |
| Food and beverage servers | G513 |
| Food counter attendants, kitchen helpers and related occupations | G961 |
| Other tourism occupations in food and beverage services | |
| All other occupations in food and beverage services | |
| **Recreation and entertainment** | |
| Program leaders and instructors in recreation, sport and fitness | F154 |
| Casino occupations | G723 |
| Operators and attendants in amusement, recreation and sport | G731 |
| Food counter attendants, kitchen helpers and related occupations | G961 |
| Other tourism occupations in recreation and entertainment | |
| All other occupations in recreation and entertainment | |
| **Travel services** | |
| Travel counsellors | G711 |
| Other tourism occupations in travel services | |
| All other occupations in travel services | |

## Appendix G: Table structure

The structure of the Human Resource Module (HRM) tables is detailed below.

Tables are available on demand for each of the five tourism industry groups (see Appendix C) included in the HRM, as well as a total for all industries. Details are also available on the air transportation and all other transportation sub-industries of the transportation industry group.

Total employment, hours worked and wages and salaries are available for each industry group. Derived variables including average annual hours worked, average annual wage and salary and average hourly wages are also included.

These variables are split into the following categories:

a. Full-time female

b. Part-time female

c. Full-time male

d. Part-time male

e. Total male

f. Total female

g. Total part-time

h. Total full-time

i. Total

Each of the above categories is split into occupational details (see Appendix F).

The categories "e" to "h" are further split into immigrants and non-immigrants, while the category "i" is further divided up into four age categories: 15 to 24, 25 to 34, 35 to 44, 45 and over.

It might be noted that for publication purposes, cells of the HRM tables are suppressed whenever the estimated number of jobs is less than twenty. Below this threshold, the data are considered confidential.

Tables on annual employment in tourism industries are now available upon request. Tables on the annual employment directly attributable to tourism (i.e., tourism employment) and quarterly data are a work-in-progress.

## Glossary of terms

**Basic prices:** A basic price valuation including the costs of production factors (labour and capital) and indirect taxes and subsidies on production factors. It represents essentially the prices received by the sellers, and does not include taxes on the sales of goods and services.

**Employee jobs:** All jobs in which the person employed draws compensation for services rendered and for whom the employer must complete a Revenue Canada T4 form. Jobs in which workers are paid by tips or commissions are included. Self-employed proprietors of unincorporated enterprises and unpaid family workers are not included.

**Full-time job:** One in which a person usually works 30 hours or more per week.

**Full-time equivalent employment:** Is the number of full-time equivalent jobs.

**Full-time equivalent (FTE) jobs:** Is defined as total hours worked divided by average annual hours worked in full-time jobs. This can also be described as full-time-equivalent work-years. It is a less precise alternative to expressing labour input in terms of total hours worked.

**Gross domestic product (GDP):** The total unduplicated value of the goods and services produced in the economic territory of a country or region during a given period. GDP can be measured three ways: as total incomes earned in current production (income approach), as total final sales of current production (expenditure approach), or as total net values added in current production (value added approach). It can be valued either at basic prices or at market prices.

**Hours worked:** Actual hours worked during normal periods of work, including overtime but excluding paid leave (e.g., holidays, sick leave).

**Immigrant:** In this study, an immigrant is defined as a person who is a landed immigrant (or has been and has become a Canadian citizen) or a non-permanent resident. A landed immigrant is a permanent resident who is not a Canadian citizen at birth. A non-permanent resident is a person who holds a study or work permit or who is a refugee claimant or is a family member living with this refugee claimant.

**Industry:** An industry is a group of establishments engaged in the same or a similar kind of economic activity.

**Job:** A job is defined as an explicit or implicit contract between a person and an institutional unit to perform work in return for compensation for a defined period or until further notice. The institutional unit may be the proprietor of an unincorporated enterprise; in this case the person is described as being self-employed and earns a mixed income. The number of jobs exceeds the number of persons employed by the number of second, third, etc. jobs.

**Jobs generated by tourism:** Jobs that can be directly attributed to tourism demand.

**Labour force:** The civilian non-institutional population 15 years of age and over who are either employed or unemployed.

**Labour income:** Total earnings of employees, consisting of wages and salaries as well as supplementary labour income (such as employer's contributions to pension funds, employee welfare funds, the Employment Insurance Fund and Worker's Compensation Funds).

**Main job:** The job at which the most hours are worked.

**Market prices:** A valuation expressed in terms of the prices actually paid by the purchaser, that is, after all applicable taxes (including taxes on the sale of goods and services) and subsidies.

**Mixed income:** Mixed income is a balancing item in the industry accounts of the Input-Output accounts, representing the return to both self-employed labour and capital of the unincorporated business. Mixed income consists of earnings of proprietors of unincorporated businesses (sole proprietorships and partnerships) such

as retailers and consultants, earnings of independent professional practitioners such as lawyers and dentists, net (after expenses) rental income of owners of real property and the accrued net farm income of farm operators.

**Multiple-job holder:** A person who is employed in more than one job during the reference period.

**Non-immigrant:** In this study, a non-immigrant is a person who is a Canadian citizen at birth.

**Occupation:** A collection of jobs, sufficiently similar in work performed (tasks, duties and responsibilities) to be grouped under a common title for classification purposes.

**Part-time job:** One in which a person usually works less than 30 hours per week.

**Satellite account:** An accounting system that follows the basic principles of the System of National Economic Accounts but also expands the analytical capacity for selected areas of economic or social concern, without overburdening or disrupting the central system. Satellite accounts are linked with the central framework of the national accounts and through them to the main body of integrated economic statistics.

**Self-employment jobs:** Includes working-owners of unincorporated enterprises, and members of their households who work without a wage or salary (i.e., unpaid family workers).

**Supplementary labour income:** Expenditures by employers on their labour account which are regarded as compensation of employees. It includes contributions to employment insurance, private and public pension plan contributions, worker's compensation, health and life insurance plans, and retirement allowances.

**System of National Accounts (SNA):** The System of National Accounts (SNA) consists of a coherent, consistent and integrated set of macroeconomic accounts, balance sheets and tables based on a set of internationally agreed concepts, definitions, classifications and accounting rules. In its broad outline, the Canadian System of National Accounts (CSNA) bears a close relationship to the international standard as described in the United Nations publication: System of National Accounts 1993.

**Total hours worked:** The aggregate number of hours actually worked during the year in employee and self-employment jobs.

**Tourism:** The definition of tourism adapted from the World Tourism Organization and the United Nations Statistical Commission is: "the activities of persons travelling to and staying in places outside their usual environment for not more than one consecutive year for leisure, business and other purposes."

**Tourism commodity:** Tourism commodity is one for which an important part of its total demand in Canada comes from visitors.

**Tourism demand:** The spending of Canadian visitors and non-resident visitors on domestically produced commodities. It is the sum of tourism domestic demand and tourism exports.

**Tourism employment:** The number of jobs in tourism and non-tourism industries that can be directly attributed to tourism demand. Someone who works 10 hours a week counts for as much, by this measure, as someone who works 50 hours a week. This is also called "employment generated by tourism".

**Tourism industry:** An industry which as a direct result of the absence of tourism would cease or continue to exist only at significantly reduced levels of activity. Some industries may be affected by the absence of tourism but not directly, for example the absence of tourism would greatly affect the air transportation industry and thus indirectly the catering industry.

**Tourism Satellite Account:** Tourism Satellite Account is an accounting framework, based on the System of National Accounts that serves to define tourism and is used to compile and integrate statistics on tourism, to measure its importance to the economy, and to facilitate its comparison with other industries within the economy.

**Visitors:** Visitors are persons who undertake tourism as defined above. They are referred to as either tourists (those who stay overnight or longer in the place visited), or same-day visitors. In Canada, "tourist" is used to denote all visitors, whether they are same-day or overnight visitors.

**Wages and salaries:** Consists of monetary compensation and payments-in-kind (e.g., board and lodging), to wage earners and salaried persons employed in private, public and non-profit institutions in Canada including domestic servants and baby-sitters. Other forms of compensation included are commissions, bonuses, tips, directors' fees, taxable allowances, and the values of stock options of corporations. Bonuses, commissions and retroactive wages are recorded in the period paid rather than earned. Wages and salaries are recorded on a gross basis, before deductions for taxes, employees' contributions to employment insurance, and private and public pension plans.

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